

September 16, 2005

Debbie Silva  
OFNHP  
PO Box 1566  
Clackamas OR 97015

RE: Letter of Understanding  
Eye Care Support Specialists – Cross-training as Optometry Assistants


Dear Ms. Silva:


The purpose of this letter is to clarify our agreement regarding Eye Care Support Specialists (ESS) cross-training as Optometry Assistants (OA). The training would serve as part of a natural progression in a career ladder and allows for greater diversity and increased skill levels in the job force.


Eye Care Support Specialists will be offered the opportunity to cross-train as Optometry Assistants as specified below:


1. Letters will be sent to all ESS to recruit for cross-training.
2. The training spots will be filled by seniority, and training will be offered as staffing allows.
3. The ESS will be compensated as an OA for all hours worked as an OA and hours in training.
4. The expectation is that those who are cross-trained as OA will be flexible to float to all locations between Salem and Longview, as scheduled for training purposes and OA coverage as needed.
5. These employees will be given their coded weekly hours.
6. As postings for OAs are opened, first bidding rights to transfer to a location would go to those who are currently classified as OAs, based on seniority.
7. Those ESS who cross-train as OAs would be given secondary bidding rights by seniority to fill OA vacancies.
8. By mutual agreement, the parties will meet in 6 months to determine whether to increase the number of participants and to review the training program and its effectiveness.
9. This agreement will no longer be in effect after October 1, 2006.
10. This is a non-precedent setting agreement.


APPROVED BY:

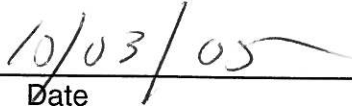
  
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Rose Dzurcanin  
Manager of Optical Services

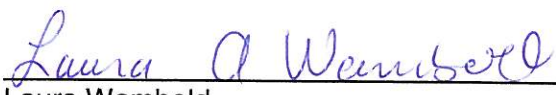
  
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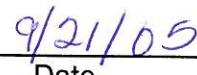
  
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DeeAnn Randall-Zahn  
Optical Center Supervisor  
Central Interstate

  
\_\_\_\_\_  
Date

  
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Debbie Silva  
OFNHP

  
\_\_\_\_\_  
Date

  
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Laura Wambold  
Labor Partner / Shop Steward

  
\_\_\_\_\_  
Date

CC: Human Resources/OFNHP Technical Letter of Agreement file

September 22, 2005

Received  
SEP 27 2005  
OFNHP #5017


Debbie Silva  
OFNHP  
PO Box 1566  
Clackamas, Oregon 97015

Debbie,

Here is the original Letter of Understanding - Cross Training for ESS as OAs for your signature. I appreciate you getting back to Lori Wambold with an okay to move forward. I know that some of the ESS are very interested in training in this new field.

Please send the original Letter of Understanding to Debra Othman at KPB.

Thank you,



Rose Dzurcanin  
Manager Optical Services  
(503) 571-8412

Attachments enclosed

CC Debra Othman