

May 31, 2006

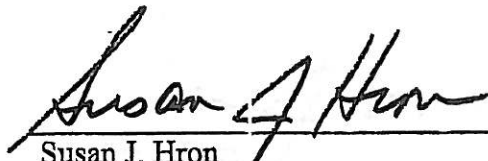
Alan Moore
Internal Organizer
Oregon Federation of
Nurses and Health Professionals
9128 S.E. St. Helens Road
P.O. Box 1566
Clackamas, OR 97015

Dear Alan:

We met last week to discuss the accretion of the Student Intern Respiratory Therapist position into OFNHP- Technical Bargaining unit. We agreed the salary range would be from \$15.30 to \$18.66. We agreed that Interns will have a 120 day probationary period. At the completion of the internship, Student Interns may bid on open positions. If there are no open positions at the completion of the internship, Student Interns will be placed in on-call positions. Seniority will be determined by first job offer with Kaiser Permanente, if their start dates are all the same date.

If you agree with the above, please indicate by signing both originals below and returning one to me.

Yours truly,



Susan J. Hron
Senior Labor Relations Consultant



Alan Moore
Internal Organizer
OFNHP

Date: 5-30-06

Date: 6-26-06

cc: Joe Dwan, Respiratory Therapy