

November 22, 2006

Alan Moore
Internal Organizing Coordinator
Oregon Federation of Nurses and Health Professionals
P.O. Box 1566
Clackamas, OR 97015

Received
NOV 22 2006
OPNRP #5017

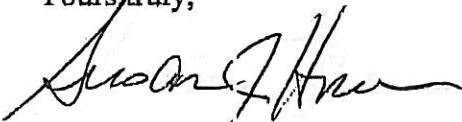
Dear Alan:

I am sending this letter to notify you of changes being made in the way in which the In-Lieu of Benefits differential will be paid to inpatient, on-call Respiratory Therapists. I am referring to Section 1 of the Letter of Understanding dated April 14, 1999 signed by Helen Moss and Creighton Young.

PeopleSoft, our new HRIS system, will not allow a change in differential for only one employee classification, in this case, On-Call Respiratory Therapists who work 12 hour shifts. Consequently, under the new system, these employees would receive only the \$.40 in-lieu-of-benefits differential, rather than the agreed upon \$3.20. In order to maintain the same pay for on-call, 12 hour shift Respiratory Therapists, we have had to do a work around. Our Compensation Department will create a new salary range specifically for these employees by increasing the on-call 12 hr. shift Respiratory Therapist steps by \$2.80. This, plus the \$.40 differential will equal \$3.20.

Per the original Letter of Understanding, "The employer may discontinue these changes at any time. However, any employees already pre-scheduled for the shifts that would be covered by the above changes, prior to the revocation, will be honored under this agreement for those shifts."

Yours truly,



Susan J Hron
Sr. HR/Labor Relations Consultant

Cc: Joe Dwan, KSMC
Jason Lutz, Compensation

RECEIVED

AUG 22 2001

HUMAN RESOURCES
KPB - 13

August 6, 2001

LETTER OF UNDERSTANDING

This Agreement is an Addendum to the Inpatient Respiratory Therapist, Letter of Understanding dated April 14, 1999 between OFNHP and Kaiser Permanente.

The employer and the union agree that on-call Respiratory Therapists who have achieved Benefit Average Hours (BAH) of more than 20 hours may elect to continue current negotiated in-lieu-of-benefits differential in place of medical, dental, vacation, ill, and disability benefits. This waiver of benefits will remain in effect until revoked during an open enrollment period.

This incentive is to be used as a recruiting tool and the employer may elect to discontinue this option.

<i>Juan J. Hernandez</i>	<i>8/22/01</i>	<i>U. Moore</i>	<i>8-16-01</i>
For the employer	date	For the union	date

WAIVER OF BENEFITS

RT Name _____
(print)

I am an on-call Respiratory Therapist with a BAH of 20 hours or more. I have been given the opportunity to enroll in the Kaiser Permanent group medical /dental/disability plans. I have decided not to enroll in these plans. I wish to continue to receive the in-lieu-of benefits differential. I understand that by accepting the in-lieu of benefits differential I will not accrue vacation or ill time hours. I may revoke this option only during an open enrollment period.

Signature _____ date.