

ACCRETION AGREEMENT**JUNE 27, 2008****KAISER PERMANENTE NORTHWEST REGION****AND****OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONAL
TECHNICAL CONTRACT****HEALTH INFORMATION SPECIALISTS****Health Education Department**

Effective August 1, 2006 Health Information Specialists of the Health Education Department will be covered by the OFNHP Technical Collective Bargaining Agreement. The following conditions are applicable to this group:

- 1. The Health Information Specialists will transition from the KPNW Flex Select Benefit plans to KPNW/OFNHP Technical Benefits plans effective August 1 2006.**
- 2. Paid Time Off (PTO) accrued effective the pay period ending July 15, 2006 will become Vacation. Extended Sick Leave (ESL) accrued effective the pay period ending July 15, 2006 will become Sick Leave.**
- 3. ESL banked effective 12-31-05 will be considered Banked Sick Leave as defined in section 1.C.3 of the National Agreement. ESL accrued between January 1, 2006 and the pay period ending July 15, 2006 will be considered Sick Leave accrued during 2006 for the purpose of implementing Section 1.C.3 of the National Agreement.**
- 4. Vacation accruals in excess of the amount allowed per article 18.K (Vacations) of the KNPW/OFNHP Technical Agreement will be utilized by August 1, 2006. Employees currently above the cap defined in article 18.K will work with the Health Information Coordinator to schedule sufficient vacation time to come into compliance with this cap by July 31, 2006.**

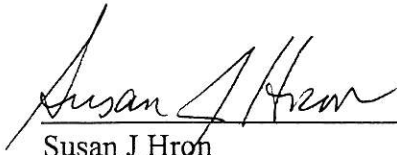
5. Effective July 16, 2006 the Health Information Specialists will be covered by the pension plan of the OFNHP Technical Agreement including the nationally agreed upon multiplier of 1.45 % FAP. This multiplier will apply to all years of KP service.
6. Health Information Specialists will be transferred into the OFNHP Technical Bargaining Unit at their current step and salary range effective the pay period beginning July 16, 2006. The current and future (based on 2005 National Negotiations) hourly salary range for Health Information Specialists is:

	8/1/2006	10/1/2006 (4%)	10/1/2007 (4%)	10/1/2008 (3%)	10/1/2009 (3%)
Step 1	\$15.21	\$15.82	\$16.46	\$16.95	\$17.47
Step 2	\$15.69	\$16.32	\$16.98	\$17.49	\$18.02
Step 3	\$16.17	\$16.82	\$17.50	\$18.02	\$18.57
Step 4	\$16.65	\$17.32	\$18.02	\$18.56	\$19.12
Step 5	\$17.13	\$17.82	\$18.54	\$19.09	\$19.67
Step 6	\$17.61	\$18.32	\$19.05	\$19.63	\$20.22
Step 7	\$18.09	\$18.82	\$19.57	\$20.16	\$20.77
Step 8	\$18.57	\$19.32	\$20.09	\$20.70	\$21.32

*Note - These rates include the required removal of the \$.09/hr Partnership contribution.


If you agree to the following please sign both documents below and return one of the original documents to me.

For the Employer:



 Susan J Hron
 Sr. HR/Labor Relations Consultant
 Kaiser Foundation Health Plan of the NW

For the Union:



 Alan Moore
 Internal Organizer
 OFNHP