



January 8, 2008

Kathy Geroux, President  
OFHNP  
2045 SE Ankeny Street  
Portland, Oregon 97214

OM SL  
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Dear Kathy:

Kaiser Permanente and the Oregon Federation of Nurses and Health Professionals – Technical Bargaining Unit, agree to the following to resolve all 2005 post ratification bargaining issues:

- Effective the beginning of the pay period in which February 1, 2008 falls, the following compensation adjustments will be effective for all job classifications within the OFNHP Technical Bargaining Unit:

Lead Differential:	\$1.00 per hour
Swing Shift Differential:	\$1.50
Night Shift Differential	\$3.50

- It is the intention of both the employer and the union to complete the following projects instituted by the RR& A Committee by July 1, 2008:

- Ortho Tech – Workforce Planning Recruitment/Training Project
- Medical Lab Tech – MLT 2 Proposal
- OR Tech (in patient and out patient) – evaluation of wages and other advancement opportunities with in the job classification.

AGREED

For the employer:

*Susan J Hrop*  
 Susan J Hrop  
 Sr. Hr/Labor Relations Consultant  
 Date 1/8/08

For the Union:

*Kathy Geroux*  
 Kathy Geroux  
 President  
 Date 1/8/08

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