

**Letter of Agreement between
Oregon Federation of Nurses and Health Professionals-Registered Nurses,
Local 5017 and Kaiser Permanente Northwest**

**Kaiser Sunnyside Medical Center, Registered Nurse Training Internship Programs –
August 15, 2011**

The following, non-precedent setting agreement has been reached, in order to address the internal needs for Registered Nurse training and internship programs in the Operating Room (OR), Emergency Department (ED) and Vascular Access Team (VAT) at Kaiser Sunnyside Medical Center (KSMC). This agreement defines the selection process as well as successful completion of each program.

OR Program: Three open positions will be created for participation in the OR Internship.

1. **Selection:** Interested participants will apply to the openings through Kaiser Permanente's existing online job application process. The six most senior applicants will participate in a simulation program and behavioral based interview. The interview panel will consist of the manager, RN Educator, a Preceptor and an OFNHP RN steward from the OR. Final selection of the three participants will follow the current job bidding language of the collective bargaining agreement, article 14, section C, first paragraph.
2. **Selected Participant Evaluation:** Unit identified and selected preceptors will work with Internship participants and will provide weekly feedback based upon performance against present OR competencies to the participants. Participants will pass the OR class at Mt. Hood Community College and complete a final examination.
3. **Post Internship Employment:** Participants that successfully complete the internship will be placed into the next available OR positions within the Region. If a position is not available, the department will carry the additional FTE until such time as a regular opening becomes available.

Participants unable to successfully complete the internship program shall be returned to RIF status, retaining their full Employment and Income Security Agreement rights.

ED Program: Four open positions will be created for participation in the ED Internship.

4. **Selection:** Interested participants will apply to the openings through Kaiser Permanente's existing online job application process. Applicants will participate in an behavioral based interview. The interview panel will consist of the manager, RN Educator, a Preceptor and an OFNHP RN steward from the ED. Final selection of the three participants will follow the current job bidding language of the collective bargaining agreement, article 14, section C, first paragraph.
5. **Selected Participant Evaluation:** Unit identified and selected preceptors will work with Internship participants and will provide weekly feedback based upon performance against present ED competencies to the participants.
6. **Post Internship Employment:** Participants that successfully complete the internship will be placed into the next, available ED positions within the Region. If a position is not available, the department will carry the additional FTE until such time as a regular opening becomes available.

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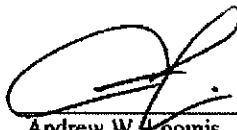
Participants unable to successfully complete the internship program shall be returned to RIF status, retaining their full Employment and Income Security Agreement rights.

VAT Program: Two open positions will be created for participation in the VAT Internship.

7. **Selection:** Interested participants will apply to the openings through Kaiser Permanente's existing online job application process. Applicants will participate in a behavioral based interview. The interview panel will consist of the manager, a Preceptor and a OFNHP RN steward from the VAT. Final selection of the two participants will follow the current job bidding language of the collective bargaining agreement, article 14, section C, first paragraph.
8. **Selected Participant Evaluation:** Unit identified and selected preceptors will work with Internship participants and will provide weekly feedback based upon performance against present VAT competencies to the participants.
9. **Post Internship Employment:** Participants that successfully complete the internship will be able to apply for any open VAT position in the Region. If a position is not available, the department will carry the additional FTE until such time as a regular opening becomes available.

Participants unable to successfully complete the internship program shall be returned to RIF status, retaining their full Employment and Income Security Agreement rights.

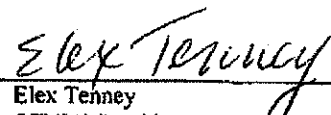
Agreement to the terms and conditions of these programs is indicated by the signatures below:



Andrew W. Coomis
Lead, Sr. HR & LR Consultant

9/13/2011


Date



Elex Tenney
OFNHP President
Executive Vice President

9/8/2011

Date



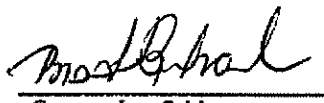
Gary Petersen
KSMC Assistant Administrator,
Chief Operating Officer

9-12-11

Date

Dawnette McCloud
OFNHP-RN Bargaining Unit
President

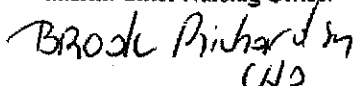
Date



Gregory Lee Sabin
Interim Chief Nursing Officer

9-12-11

Date



Brock Richardson
CEO

9-12-11

Date