

LETTER OF AGREEMENT
Between
Oregon Federation of Nurses and Health Care Professionals
and
Kaiser Permanente Northwest Region

Operating Room Registered Nurse Internship
September 7, 2012

The Oregon Federation of Nurses and Healthcare Professionals, AFT Local 5017 (OFNHP) and Kaiser Permanente (KP) have developed the following agreement in order to support the ongoing development of our existing staff and foster the growth of our Regional Surgical Services in the Northwest Region.

Overview

KP with support from the Ben Hudnell Trust Fund will provide selected Registered Nurses (RN) with an opportunity to participate in a clinical immersion internship. Participating RNs will learn the Perioperative roles of both the scrub and circulating nurse.

- In the scrub role, the nurse is the sterile person managing instruments, medications, and other complex equipment at the sterile field with the surgeon.
- In the circulating role, the nurse is the un-sterile person managing medications, assisting with anesthesia, positioning the patient, creating a safe environment for the patient and team communication.

Up to a total of six (6) participants will be selected as interns. These interns will complete:

- Classroom education,
- Competency validation,
- Simulation lab, and
- Direct clinical experience with a trained preceptor.

Eligibility Requirements

As a condition of acceptance into the Internship, prospective participants must meet the following eligibility requirements:

1. Must be current, qualified RN, employed by KP; must maintain compliance with all requirements for employment as an RN for the entire length of the program.
2. Must not be in Corrective Action at level 3 or 4 of the current Corrective Action process; RNs in a Joint Discovery Process that may result in a Corrective Action level 3 or 4 may be denied an opportunity to participate.

Participation Requirements

The success of this program will depend upon appropriate and consistent participation. Participants must:

1. Complete all procedural competencies and perform nursing interventions successfully without coaching.

2. Complete all learning objectives for each clinical rotation; attend all lectures and participate in discussion; actively participate in discussions during the peer transition sessions; successfully complete all required simulations.
3. Complete all assignments, such as observations, feedback tools, program checklists and others as assigned.

Successful Completion

Participants that successfully complete the internship will have:

- Been assigned/scheduled as an independent functioning RN,
- Completed the Operating Room competency check list,
- Identified/established learning needs,
- Set and accomplished weekly performance goals, and
- Professionally and concisely communicated patient needs.

After successful completion of the internship, the participating RNs will be qualified to apply to any open and available Operating Room RN position in the Northwest Region.

Unsuccessful Completion

In the event a participant does not successfully complete the Internship Program, the RN may apply for any open position within the NW Region.

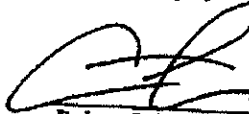
It is understood and agreed that the terms and conditions of the current collective bargaining agreement apply to the participating RN Intern except where such terms and conditions conflict with those contained in this letter. If there is a conflict, the terms and conditions of this letter of agreement shall determine the issue.


This Letter of Agreement will sunset effective February 15, 2013. Agreement is indicated by the signatures below.

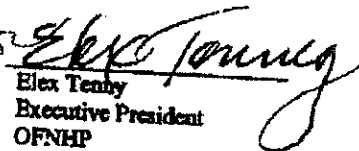
For the Employer:

For the Employer:

For the Union:


for Rob Sokol


Claire Spanbock
Regional Director of
Surgical Services
Kaiser Permanente


Elex Tenby
Executive President
OFNHP

Robert Sokol
Senior HR Consultant
Kaiser Permanente

9/21/2012
Date

Date

9/21/2012
Date