

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

**New Graduate RN Transition to Practice for Inpatient Clinical Care Services**  
January 11, 2013

The Oregon Federation of Nurses and Healthcare Professionals, AFT Local 5017 ("OFNHP") and Kaiser Permanente ("KP") have developed the following agreement with regard to the Inpatient Clinical Care Services, RN Transition to Practice Training Program ("Residency Program") which is scheduled to commence in January 15, 2013 to end December 31, 2013

**Overview**

The Residency Program will consist of clinical and didactic training as determined in the Program guidelines designed to prepare and train novice RNs with the skills and experience necessary to successfully transition into Inpatient Clinical Care Services RN positions.

The RN will be assigned to a home department or unit preceptor and then a series of preceptors, one for each of the clinical rotations. For clinical practice days, she/he will be scheduled on the same days as the preceptor whenever possible.

**Eligibility Requirements**

The Residency Program positions will be posted and filled according to the criteria established for acceptance into the Program.

As a condition of acceptance into the Residency Program, 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 Residency 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.
3. New graduate RNs must agree not to take vacation during the first three (3) months of the Residency Program and will take no more than two (2) one (1) week periods of vacation during the next three (3) months of the Program.

**Probationary Period**

In order to enable successful applicants' eligibility for the Ben Hudnell Trust Fund, existing employee new graduate RNs will not be deemed to be in the contractual probationary period.

**Participation Requirements**

The success of the Residency Program will depend upon appropriate and consistent participation. Participants must:

1. Demonstrate ability to apply theoretical nursing principles to clinical situations to achieve a satisfactory patient care result or acceptable score on a competency checklist for clinical performance.

2. Complete all procedural competencies and performs nursing interventions successfully without coaching.
3. Complete all learning objectives for each clinical rotation; attends all lectures and participates in discussion; actively participates in discussion during the peer transition sessions; successfully completes all required simulations;
4. Complete all assignments, such as observations, feedback tools, program checklist and others as assigned.
5. Maintain an acceptable attendance record in both clinical and classroom settings.
6. Maintain current licensure as a registered nurse in the State of Oregon.

**Successful Completion**

After successful completion of the Residency Program, the participating RNs may apply and be placed into an open and available Inpatient Clinical Care Services RN position in the Northwest Region.

**Unsuccessful Completion**

1. The participating RNs will have their former OFNHP position held with return rights for 30 days from the date they vacated their position to begin the Residency Program.
2. If a participant does not successfully complete the Residency Program, and the 30 day return option above is unavailable, he/she may take a leave of absence for up to 30 days to apply for any open positions within the Northwest Region. He/she may use available PTO during this time.

**Interpretation and Sunset**


It is understood and agreed that the terms and conditions of the current collective bargaining agreement apply to the Residency Program participating RNs 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 is a non-precedent setting agreement. This Letter of Agreement will sunset effective December 31, 2013.


Agreement is indicated by the signatures below.

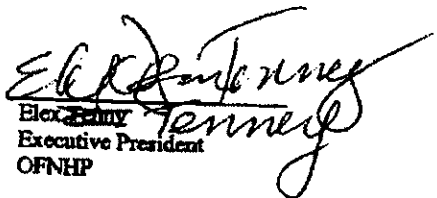
For the Employer:

For the Employer:

For the Union:

  
 Andrew W. Loomis  
 Manager, ER & LR  
 Kaiser Permanente

  
 Lauren M. Bridge  
 Chief Nursing Officer  
 Kaiser Sunnyside Medical  
 Center

  
 Elizabeth Tenney  
 Executive President  
 OFNHP

1/23/2013  
 Date

1/23/2013  
 Date

2/22/2013  
 Date