

**LETTER OF UNDERSTANDING  
BETWEEN  
THE OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS,  
LOCAL 5017, AFT, LABORATORY PROFESSIONALS  
AND  
KAISER PERMANENTE**

**Microbiology Department at AWL Internal Candidate Hiring**

On a non-precedent setting basis, the parties agree to the following:

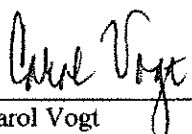
For one year, microbiology will hire internal candidates based on experience and knowledge of microbiology. Internal applicants will still be given preference over external hires. The intent of this LOU is to answer a demand for immediate coverage in Microbiology.

To determine experience, skills and knowledge the following will be used:

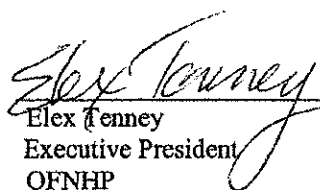
- i. Skills assessment: score 1-5
- ii. Recent experience in a complex and comprehensive microbiology lab: score 1-10 points  
(defined as within last 10 years) KSMC and KWMC micro experience = 1 point
- iii. Microbiology Certificate (ASCP): score 3 points

Because of the nature and extent of the training, a 1 year commitment shall be given by hires, it is recommended that they accept a two day job shadowing program prior to accepting any position in the Microbiology Department at AWL. An exception for transfer prior to the end of one year can be made by mutual agreement of the supervisors and employee.

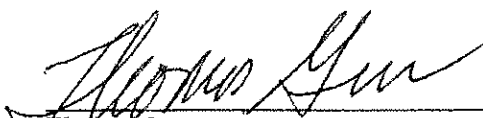
This Agreement is effective June 15<sup>th</sup> 2013 to June 15<sup>th</sup> 2014.

  
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Carol Vogt  
Director, Laboratory Operations


6/13/13  
Date

  
\_\_\_\_\_  
Elex Tenney  
Executive President  
OFNHP

6/11/2013  
Date

  
\_\_\_\_\_  
Thomas Gunn  
Sr. HR Consultant

6/12/13  
Date

  
\_\_\_\_\_  
Michelle Flores  
Lab Pro President

6/13/13  
Date