

Letter of Agreement
Kaiser Sunnyside Medical Center ("KSMC") Surgical Preparation Area ("SPA") and Post Anesthesia Care Unit ("PACU") Transition

Kaiser Permanente Health Plan of the Northwest ("KP") and the Oregon Federation of Nurses and Healthcare Professionals ("OFNHP") developed the following non-precedent setting agreement to address impacts at KSMC regarding the revised SPA and PACU job description addendum.

1. The goal is to further enhance the teamwork and coordination between SPA and PACU so that qualified nurses may care for patients and assist each other in both areas.
2. KP will use the revised addendum for posting inpatient nurse positions at both the KSMC SPA and PACU, which incorporates job description and addendum requirements already applied at Kaiser Westside Medical Center. Current KSMC PACU nurses meet the new requirements. As of the date of the most recent signature to this agreement, any current nurses working in the KSMC SPA that do not satisfy the new requirements will be in a "grandfathered" status. In other words, the prior job description/addendum will continue to apply to such SPA nurses, and they will continue to work within that scope of employment.
3. Nurses currently working in the KSMC SPA that volunteer will receive "critical care" PACU training supported by both didactic and clinical experiences. Management will develop this training in consultation with nurses identified by the union. If a nurse is unsuccessful in the training, he/she will return to the SPA in the "grandfathered" status described above.
4. KSMC PACU nurses will receive Epic training and SPA orientation.
5. KP and OFNHP agree there is not a current deadline for all SPA nurses to complete critical care training, and the employer is seeking volunteers.
6. Either party may request a review of this agreement with a 30 day written notice to the other party.

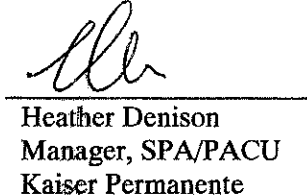
AGREED:

For the Employer:


Robert Sokol
Senior HR Consultant
Kaiser Permanente

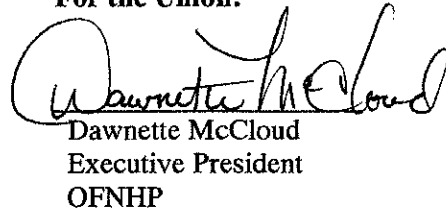
11/20/2014
Date

For the Employer:


Heather Denison
Manager, SPA/PACU
Kaiser Permanente

11/20/2014
Date

For the Union:


Dawnette McCloud
Executive President
OFNHP

11-20-2014
Date