



**Letter of Agreement
Counter Proposal to OFNHP Proposal of August 7, 2015
Contractual Area for the Cardiovascular Preparation and Recovery ("CVPR") and the
Cardiovascular Lab ("CVL")
August 11, 2015**

To fully and completely resolve all issues in dispute and negotiation, and without any concession of wrongdoing, Kaiser Permanente ("KP") and the Oregon Federation of Nurses and Health Care Professionals, AFT Local 5017 ("OFNHP") agree as follows effective upon the signature of all parties:

OFNHP RN Article 14 – "Seniority" shall be amended to incorporate the CVPR and CVL:

2. Patient Care Areas

a. The following represents the patient care areas at Sunnyside Medical Center. They shall be used when determining seniority for temporary reductions, and midshift reductions:

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17) Cardiovascular Preparation and Recovery (CVPR)

18) Cardiovascular Lab (CVL)

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3. Clinical Arenas

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d) Surgical Services - Operating Room, Post- Anesthesia Care Unit, Surgical Prep Unit
Cardiovascular Preparation and Recovery (CVPR), and Cardiovascular Lab (CVL).

OFNHP RN Article 23 – "E. ACLS, NRP, PALS Instruction" shall be amended to incorporate the CVPR and CVL:

1. ACLS, NRP, PALS certification is a requirement of employment, as outlined in this Article, and applies to employees in ICU, PCU, INE, ER, PACU, ACU, UCC, L/D, SCN 2 South), Peds and Cardiac



Kaiser Foundation Health Plan of the Northwest

Treadmill/Pacemaker RNs. ACLS certification is a requirement of employment for CVPR and CVL.

To ensure current nurses can continue to be "grandfathered" into other arenas for scheduling, such as CVPR in Critical Care, OFNHP RN Appendix F14 shall be amended to add:

Employees who have been pre-scheduling in other units shall continue to be considered part of the arena in which they have been pre-scheduling for the provisions of Appendix F14 only. For these employees, inclusion in Surgical Services will have no impact on distribution of pre-scheduled or redlined shifts. This paragraph will not apply to people who transfer into the Surgical Services arena after the implementation of this agreement beyond the extent that it applies equally to all employees in all arenas.

AGREED:

For KP:

For OFNHP:

Helen Watt RN 8/13/15

Helen Watt
Interim Director, Surgical
and Interventional Services
Senior Manager, OR, CVOR, CSP
Kaiser Permanente

Dawnette McCloud 8-11-2015

Dawnette McCloud
Executive President
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For KP:

For KP:

Tonya Roth 8/14/2015

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Todd Schoonoyer 8/14/2015

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For KP:

Robert Sokol 8/14/2015

Robert Sokol
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