

September 12, 2022

LETTER OF UNDERSTANDING
between
KAISER FOUNDATION HEALTH PLAN OF THE NORTHWEST
and
OREGON FEDERATION OF NURSES AND HEALTHCARE PROFESSIONALS

RE: OR Internship Expectations

BACKGROUND

Kaiser Permanente Northwest (KP), the Oregon Nurses Association (ONA) and the RN Bargaining Unit of Oregon Federation of Nurses and Health Professionals (OFNHP) agree that there is a need to supplement the understandings of the May 15, 2015, Registered Nurse Internship Global Template Letter of Agreement for the purposes of contemplated Operating Room (OR) Internship positions, applicants, and participants and to clarify certain expectations therein.

AGREEMENT

The parties agree to the following:


1. This LOU applies only to RNs applying for OR Internship positions. All other provisions of the May 15, 2015, Registered Nurse Internship Program Global Template LOA remain in effect.
2. Applying by Location. Job postings will include the primary work site of each internship. Interested applicants may apply to any and/or all work sites. The parties acknowledge that an application to one site will not be understood as an application to any other site.
3. Job Shadow. Following selection of the candidates for each position (see 2015 Global Template LOU section 3), the selected candidate must complete a job shadow prior to final acceptance of the internship. The job shadow is an up-to a 10-hour commitment to be scheduled at a mutually agreed time, taking into account the needs of the applicant's current position and OR staff availability. The parties intend that the shadow cover a full shift in the Operating Room department. Exceptions can be made with mutual agreement by manager and employee. Overtime will be paid as provided for in the contract. Time spent shadowing, as non-clinical time, will not count in calculating consecutive days of work.
4. Vacation Utilization. Employees awarded an OR Internship position must be available for the duration of the program. Any preapproved or prescheduled vacation must be waived and retracted (for 6 months beginning with the start of the internship) without loss to the employee's accrued time off balances. Individual and unforeseen circumstances, such as

a challenging to schedule doctor's appointment, may be addressed on a case-by-case basis. Candidates will be informed of this requirement, at minimum, prior to performing their job shadow (para. 3).

5. OR Internship Schedule. The OR Internship program is structured on 10-hour shifts. The applicant must be able to work four 10-hour shifts.
6. This LOU shall be effective upon execution. Any party may choose to terminate this agreement with thirty (30) days written notice to the other parties.

AGREED:

For the Union:




Jonathon Baker
OFNHP President

9.14.22

Date


For the Employer:



Wendy Watson
Chief Operating Officer
Kaiser Permanente

09-20-22

Date



Luana Manalo (Sep 22, 2022 12:34 PDT)

9-21-2022

Date

Luana Manalo
Manager, ELR
Kaiser Permanente