



[DATE]

LETTER OF UNDERSTANDING  
between  
KAISER FOUNDATION HEALTH PLAN OF THE NORTHWEST  
and  
OREGON FEDERATION OF NURSES & HEALTH PROFESSIONALS - AFT LOCAL 5017

**RE: CSFA Standby shifts at WMC**

BACKGROUND

Kaiser Foundation Health Plan of the Northwest (“Employer” or “KPNW”) and Oregon Federation of Nurses & Health Professionals - AFT Local 5017 Technical Employees (“Union” or “OFNHP- Tech” (collectively, “the parties”) are parties to a collective bargaining agreement (“CBA”), which covers Certified Surgical First Assistant (CSFA) and other positions not relevant to this LOU.

The position of CSFA is relatively new for Kaiser Permanente Westside Medical Center (WMC). This position has overlapping duties with that of the Registered Nurse First Assistant (RNFA). Typically only one First Assistant is needed per case. These two roles are covered by different collective bargaining agreements under OFNHP. Neither agreement spoke to this type of overlap. The issue of who would take standby shifts and how to schedule them arose as an issue that this LOU resolves.

AGREEMENT

The parties agree to the following:

1. This Letter of Understanding (“LOU”) applies only to CSFAs at WMC.
2. This LOU shall be effective upon signature of both parties.
3. The parties agree that CSFAs call shift obligations will be as follows:

The maximum amount of time an employee is required to be on standby duty will include one (1) shift per week Monday through Friday and two (2) weekend shifts every four (4) weekends.

4. This agreement is non-precedent setting.
5. Either party may initiate a discussion to review this LOU with sixty (60) days’ notice of a desire to review, update, or expire the LOU.



**AGREED:**

For the Union:

Date

For the Employer:

DocuSigned by:  
*Sarina Roher*  
81E5028A7A864AA...  
Sarina Roher  
President OFNHP Local  
5017

12/12/2024 | 11:33 AM PST

Signed by:  
*Trevor Franklin*  
F6232748A622442...  
Trevor Franklyn  
Sr. Administrator  
Ambulatory Care  
Operations  
Kaiser Permanente

12/11/2024 | 10:23 AM PST

Date

Signed by:  
*Kellie Brewer*  
16352BC31518416...  
Kellie Brewer  
OFNHP Tech Contract Sp.

12/16/2024 | 6:04 PM PST

Signed by:  
*Shannon Records*  
798BC2F33016443...  
Shannon Records  
Manager Surgical Services  
Westside Medical Center  
Kaiser Permanente

12/30/2024 | 10:58 AM PST

Date

Signed by:  
*Jaimie Sorenson*  
DCE10357E0B3492...  
Jaimie Sorenson  
Sr. ELR Consultant  
Kaiser Permanente

12/11/2024 | 9:58 AM PST

Date