



April 14, 2006

Alan Moore  
Oregon Federation of Nurses and Health Professionals  
P.O. Box 1566  
Clackamas, OR 97015

Re: Foreign Nursing Experience  
Letter of Agreement

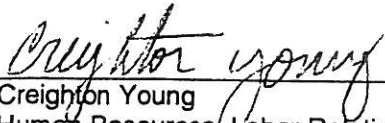
Dear Alan:

This letter of agreement arises out of joint discussions focused on what foreign nursing experience should count toward tenure step placement for newly hired Registered Nurses.


For OFNHP - Nursing represented new hire employees, with foreign nursing experience, the following conditions shall apply:

1. The Oregon State Board of nursing credentializing criteria will be used to determine whether foreign nursing experience is counted toward tenure step placement upon hire.
2. If the nurse qualifies to take and passes the NCLEX nursing exam then the previous nursing experience will be counted for tenure step placement upon hire.
3. If the nurse must take additional remedial nursing or otherwise clinical classes, prior to taking the nursing exam, their foreign nursing experience will not be counted and they will be placed on the graduate RN tenure step upon hire.

Signed

  
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 Creighton Young  
 Human Resources, Labor Relations  
 503-813-4714/tie-line 49-4714  
 Kaiser Permanente

4-28-06  
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 Date:

  
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 Alan Moore  
 Oregon Federation of Nurses

4-28-06  
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 Date: