

**SIDE LETTER OF AGREEMENT**  
**between**  
**BAY AREA HOSPITAL**  
**and**  
**OREGON NURSES ASSOCIATION, INC.**

**RN Bridge Internship Program**


This Side Letter of Agreement is entered into between Bay Area Hospital (hereinafter referred to as the "Hospital") and the Oregon Nurses Association Inc. (hereinafter referred to as the "Union") for the purpose of confirming the parties' understanding regarding the implementation of a RN Bridge Internship Pilot Program applicable to bargaining unit nurses.

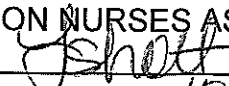
The Hospital's decision to implement, modify or end the Nurse Intern Pilot Program shall not create any obligation by the Hospital to bargain with the Union regarding the effects of any such decision to implement, modify or terminate such program, as long as the terms of the intern program comply with all parts of the CBA with the exceptions stated in this side letter of agreement.

To facilitate the learning experience, Hospital and Union agree that for the 12 month duration of the pilot program selected participants will work under a 12/36 work rule. Hospital and Union agree that RN Bridge Internship Program participants shall participate in up to 4 additional hours per work week not subject to the overtime or PTO accrual provisions language of ONA-BAH CBA Article 6 Section 3 (a) and 3 (b) to be used for education purposes only and not for direct patient care.

This Side Letter of Agreement shall be deemed a part of and incorporated into the terms and provisions of the CBA currently in effect between the parties, and shall remain in effect and be added as a Side Letter of Agreement incorporated into the terms and provisions of the current CBA.

This pilot program and side letter of agreement shall expire no later than September 1, 2016 and may be renewed by mutual agreement of both parties.

BAY AREA HOSPITAL  
By:   
Dated: 10-13-15

OREGON NURSES ASSOCIATION  
By:   
Dated: 10/13/15