



November 28, 2006

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

Subject: Judi White Overtime Grievance Dated February 2, 2006 and Night Shift Incentive

The following is a proposed resolution of the above matter per our discussion:

1. An incentive will be created to pay Medical Technologists and Medical Laboratory Technicians who are willing to work night shifts on short notice. This incentive will be "straight time plus \$20.00 per hour for all hours worked to fill the vacancy."
2. A short notice vacancy is defined as a vacancy that occurs less than 8 hours prior to the start of the scheduled shift.
3. Employees qualified to work the vacant shift at the location with the vacancy will be called in seniority order provided the employee has provided an Availability Form for that location.
4. This Agreement will be for a trial period of six months subsequent to ratification. Prior to the expiration of the trial, the parties will review the Letter and evaluate the effectiveness of the incentive. The parties may agree to continue or end the incentive at that time. If there is agreement to continue the incentive, consideration will be given to extending the procedure to other Laboratory locations/shifts where applicable by mutual agreement. The Employer may cancel the incentive with 30 days notice if it appears the incentive is being abused.

If you agree with the above, please indicate such agreement by signing in the space provided below and return one signed copy of this letter to my attention.

AGREED:

For the Employer:

William A. Rector
Senior Labor Relations Consultant

For the Union:

Debbie Silva
OFNHP

Date:

November 28, 2006

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