



November 13, 2006

Ms. Wendy Kraemer
Internal Organizer
OFNHP-RDH
PO Box 1566
Clackamas, OR 97015

RE: LOU – Article 22.A.3 Pay for Holidays Not Worked

Dear Ms. Kraemer:

Following is the agreed upon changes to Article 22.A.3 (Pay for Holidays Not Worked) from our 10/19/06 meeting. Attached by reference are the bargaining notes with background and discussion of bargain intent dated 10/19/06.

1. Article 22.A.1 – unchanged.
2. Article 22.A.2 – unchanged.
3. Article 22.A.3 as follows is deleted in entirety:

Pay for holidays not worked shall be on the following basis:

- a. If the holiday falls on a normally scheduled work day and the Employee is scheduled off because of the holiday, the pay for such holiday not worked shall be for the number of hours at the straight-time rate the Employee would have received had he/she worked.
- b. If the holiday falls on a day scheduled off, the Employee shall, depending on staffing requirements, receive either a paid day off within that pay period or additional pay equal to one fourth (1/4th) his/her regular weekly scheduled hours of work, not to exceed the hours of the regular shift (see examples below). The Employer will make a reasonable effort to allow the Employee a day off in lieu of the holiday. If staffing requirements direct, the Employer will ask for volunteers to work.

Examples for calculating paid day off or additional pay:

An Employee who normally works four (4) ten (10) hour days: $4 \times 10 = 40$, $1/4$ th 40 = 10 hours holiday pay.

An Employee who normally works two (2) ten (10) hour days: $2 \times 10 = 20$, $1/4$ th 20 = 5 hours holiday pay.

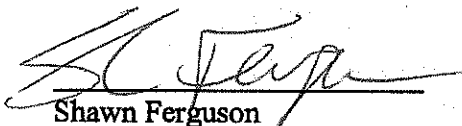
An Employee who normally works two (2) eight (8) hour days and two (2) nine (9) hour days: $2 \times 8 = 16$, $2 \times 9 = 18$, $16 + 18 = 34$, $1/4$ th 34 = 8.5 hours holiday pay.

An Employee who normally works five (5) eight (8) hour days: $5 \times 8 = 40$, $1/4$ th 40 = 10, the Employee will receive his/her normal scheduled eight (8) hours holiday pay.

4. Article 22.A.3 language becomes: "If the holiday falls on a day normally scheduled off, the employee shall, depending on staffing requirements receive either a paid day off within that pay period or additional pay equal to their average daily scheduled hours. Requests for paid day off shall not be unreasonably denied."
5. For any inconsistent historical pay practices of this article, no retroactive adjustments or modifications will be made.
6. Effective 10/19/06.

By signature below, the parties indicate agreement with the above.

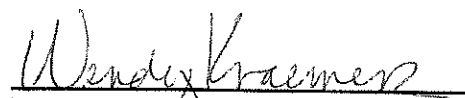
For the Employer:


Shawn Ferguson
Sr. Labor Relations/HR Consultant
OFNHP-RDH Contract Representative

Date:

12/05/06

For the Union:


Wendy Kraemer
Internal Organizer
OFNHP

Date:

12/05/2006