



August 24, 2007

Alan Moore
Internal Organizing Coordinator
Oregon Federation of Nurses and Health Professionals
2045 S.E. Ankeny Street
Portland, OR 97214

Dear Alan,

This Letter of Agreement is to confirm our joint agreement regarding Float employees at the KSMC Lab. Our purpose in this agreement is to stabilize our workforce in an effort to retain our Float employees.

On a non-precedent setting basis, the parties hereby agree to modify section 4.B. of the OFNHP KPNW Laboratory Professional Agreement by adding the following language:

"1.d. or Work a primary shift at KSMC with a variable schedule and on occasion a KSMC pre-scheduled secondary shift."

This LOA will be reviewed after six months to examine that its desired outcome has been effective. If the outcome is ineffective, this agreement will become null and void.

Enclosed are two originals of this LOA. Please sign both originals and return one to me. Thank you.

Yours truly,

Susan J. Hron / 8/23/07
Susan J. Hron Date
Senior HR/Labor Consultant

Alan Moore / 8/4/07
Alan Moore Date
For OFNHP Lab Pro

Debra Othman / 8/28/07
Debra Othman Date
Sr. HR/labor Consultant