

June 7, 2007

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

Subject: MOHS Saturday Work

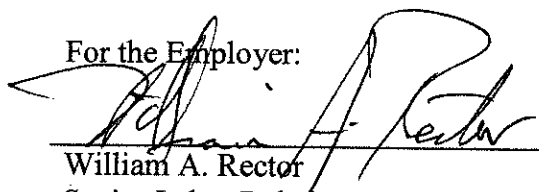
Dear Ms. Silva:

This is to confirm our discussion regarding Registered Nurses hired into Medical Office Monday through Friday positions who have been working on Saturday to support a physician scheduled on Saturday. The Employer is prepared to pay these nurses a differential of \$3.50 per hour for hours worked on Saturdays beginning October 14, 2006, and ending June 30, 2007.

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

AGREED:

For the Employer:

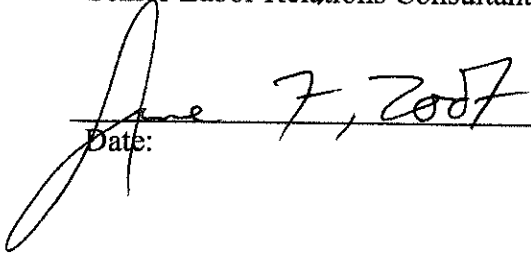


William A. Rector
Senior Labor Relations Consultant

For the Union:

Debbie Silva
Internal Organizer
OFNHP

Date:



June 7, 2007

Date:
