

January 26th, 2009

Oregon Federation of Nurses and Health Professionals
Alan Moore

Re: Nightshift Differential Pay for Medical Technologists, Lab Professional Contract

Dear Alan,

We propose to increase the night shift differential for Medical Technologists from its current \$2.00/hour to \$4.00/hour. This would be effective February 22, 2009.

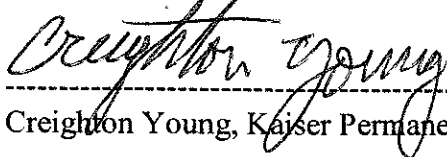
By signature below, the parties agree to the above proposal.



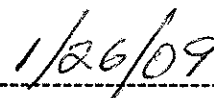
Alan Moore, OFNHP



Date



Creighton Young, Kaiser Permanente



Date