

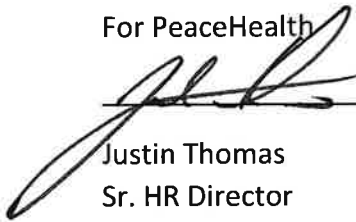
**Memorandum of Understanding Regarding Wage Adjustments  
Between PeaceHealth and Oregon Federation of Nurses and Health  
Professionals (OFNHP) Technical Unit**

Recognizing that PeaceHealth has an interest in providing Caregivers with competitive wages and being able to compete in the marketplace for qualified candidates, the parties hereby agree:


- 1) Notice is hereby provided to OFNHP that PeaceHealth will implement a unilateral wage increase for the following classification at SWMC effective 8/11/2024.
  - a. Certified Surgical Technologist moves to grade 8.
  - b. OB Surgical Technologist moves to grade 8.
- 2) Cardiovascular techs (current grade 9) will remain in their same paygrade and be classified as Surg Tech CVOR.

Acknowledged this date: 8/19/2024

For PeaceHealth

  
Justin Thomas  
Sr. HR Director

For OFNHP

  
Sarina Roher  
OFNHP President