


MEMORANDUM OF AGREEMENT
Between
ST. CHARLES MEDICAL CENTER-BEND
And
OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS

This Memorandum of Agreement ("the MOA") is hereby entered into between St. Charles Medical Center-Bend ("the Employer") and the Oregon Federation of Nurses and Health Professionals ("the Union") regarding Surgical Technologist ("ST") and Certified Surgical Technologist ("CST") as separate job classifications.


The Employer and the Union agree to the following:

- All bargaining unit employees who hold the position of CST at the time of the MOA shall remain in the CST job classification.
- The creation of separate job classifications for ST and CST shall be for the sole purpose of clerical classification.
- The ST job classification shall be on the same salary schedule as the CST job classification.
- The MOA shall sunset only by mutual agreement of the Union and the Employer.

The MOA is made on a one-time and non-precedent setting basis. The MOA shall not alter any language in the existing Collective Bargaining Agreement.



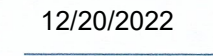
OFNHP President



Date



St Charles Medical
Center - Bend



Date