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HUMAN RESOURCES
KPB - 13

February 3, 2003
Revised February 17, 2003

Elex Tenney, President
OFNHP Professional Unit
Social Services
Mt. Scott Medical Office

Debbie Silva, Internal Organizer
OFNHP
P. O. Box 1566
Clackamas, Oregon 97015

Subject: **Diabetes Health Educators**

Dear Ms. Tenney and Ms. Silva:

This is to confirm our agreement of January 24, 2003 regarding non-certified Diabetes Health Educators in Health Education.

1. The Employer withdraws the proposal of January 6, 2003.
2. The Employer is agreeable to add Miguel Camacho and Luiza Vaynberg to the OFNHP Professional Bargaining Unit provided the Union produces authorization cards from the two individuals.
3. When the individuals named in paragraph #2 are accreted to the Professional Bargaining Unit, their salary will be converted from the current merit range to the Childbirth Educator range in accordance with the merit to tenure provisions of Article 4.B.4. effective the ratification date of the Current Agreement. Future adjustments to their salaries will be according to the provisions of Article 4.B.5.
4. Individuals hired as Non-Certified Diabetes Health Educators in the future will also be hired as members of the Bargaining Unit. Their Salaries will be in accordance with the Agreement on the Childbirth Educator range or Dietitian range as appropriate.
5. Parties agree to retain the current job titles and salary structures for other Health Education Non-Certified Diabetes Instructors that are members of the Bargaining Unit.

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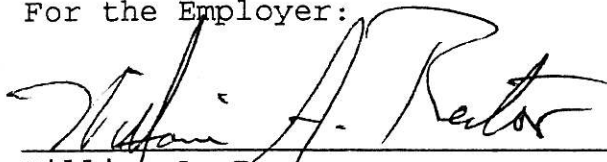
Parties agree to retain the current job titles and salary structures for other Diabetes Educators in the bargaining unit such as Nutrition Specialists and Clinical Dietitians who are Non-Certified Diabetes Educators.

- 6. Non-Certified Diabetes Health Educators completing Certification requirements will be promoted to Certified Educator and their salary increased on that schedule on a step for step basis.

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

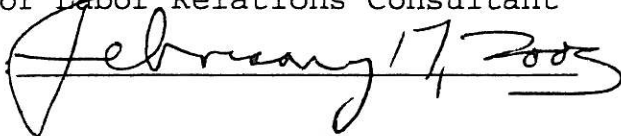
AGREED:

For the Employer:



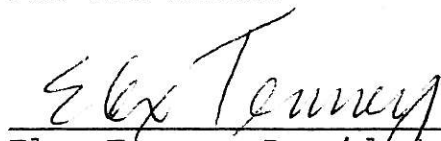
William A. Rector
Senior Labor Relations Consultant

Date:



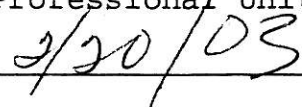
February 17, 2003

For the Union:



Elex Tenney, President
OFNHP Professional Unit

Date:



2/20/03