

September 16, 2005

Edward Taub, Internal Organizer
Oregon Federation of Nurses and Health Professionals
P. O. Box 1566
Clackamas, Oregon 97015

Subject: **Newborn Assessments**

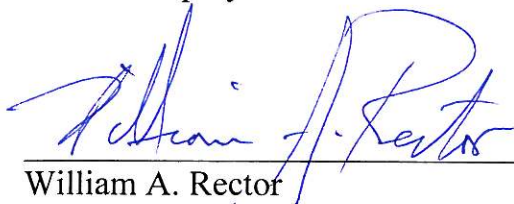
Dear Mr. Taub:

The Employer proposes to schedule Nurse Practitioners and Physician Assistants that have the appropriate certification to perform "well-baby assessments" in Medical Plan contract hospitals. When such exams are performed on weekends and holidays, the Employer proposes to pay a differential of \$8.00 per hour in addition to the Affiliated Clinicians regular rate.

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:

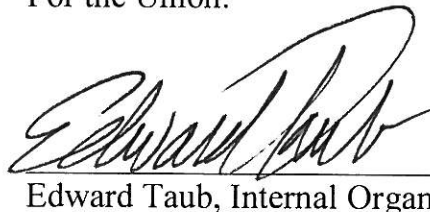


William A. Rector

Senior Labor Relations Consultant

Date: 11/09/05

For the Union:



Edward Taub, Internal Organizer

OFNHP

Date: 11/9/05