

September 15, 2005

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

Subject: **In-House Physical Medicine Agency**

Dear Mr. Taub:

This is to confirm our agreement to establish an in-house agency for Physical Medicine Professionals:

1. Individuals hired or who transfer into the Agency will be paid \$6.00 above the appropriate experience salary step.
2. Such employees will not be eligible for any benefit program except as required by state or federal statute (Social Security, Workers Compensation, etc.).
3. Agency employees may transfer into a posted benefit eligible position.
4. Availability of Agency staff will be established between the Manager and employee at time of hire/transfer. Such availability may be changed by mutual agreement. Portland area Agency employees will be expected to work in any Portland-Vancouver location where the employee holds the appropriate licensure; Salem area Agency employees will be expected to work in all Salem area work locations where the employee holds the appropriate licensure. Agency employees will be available to provide coverage for weekends and holidays on a mutually agreeable basis.
5. This letter will be reviewed on or before April 20, 2005, extended, modified or deleted by mutual agreement.

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:

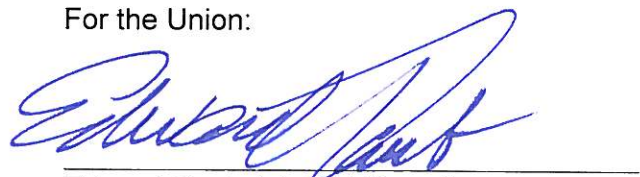
For the Employer:



William A. Rector
Senior Labor Relations Consultant

Date: 11/09/05

For the Union:



Edward Taub, Internal Organizer
OFNHP

Date: 11/9/05