

September 15, 2005

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

Subject: **Shift Differential at Health Education**

Dear Mr. Taub:

It recently came to our attention that Health Education has a longstanding practice of paying employees shift differential who teach a class at a typical evening shift time, although the shift is less than four hours in length, thus technically not qualifying for differential pay. The Employer proposes to continue this practice with the following proviso:

“Health Education employees covered by the Professional Bargaining Unit shall be paid shift differential regardless of the length of shift:

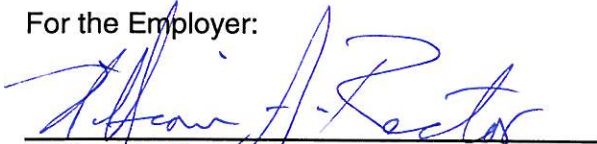
- Evening differential if the shift begins at or after 6:00 p.m.
- Night differential if the majority of the shift hours occur between midnight and 0800.”

This agreement is non-precedent setting for any other workgroup in the Bargaining Unit.

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:

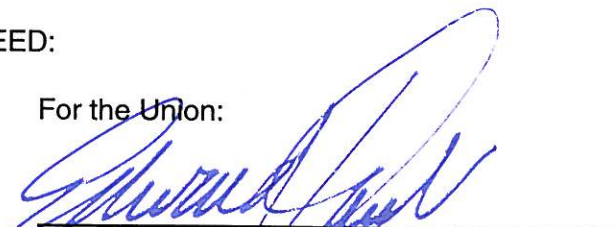
For the Employer:



William A. Rector  
Senior Labor Relations Consultant

Date: 11/09/05

For the Union:



Ed Taub, Internal Organizer  
OFNHP

Date: 11/9/05

cc: John Crawford  
Signa Gibson  
Elex Tenney