

November 16, 2006

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

Dear Mr. Bernard:

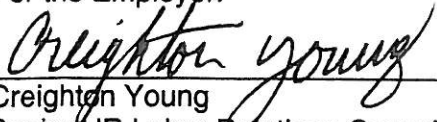
Subject: Letter of Understanding: Education Leave

The following Letter of Understanding supersedes the language contained in Article 23 (B) (4) (5) (8) in the OFNHP-Nursing contract. The parties have entered into this agreement in order to address post ratification issues related to communication and overtime costs associated with Educational Leave.

Requests for all Educational Leave shall be made in advance, in writing, setting forth the details, (i.e., dates, hours, subject, purpose for attending, etc.). All requests will be submitted to the supervisor for review and approval or denial. If the request drives daily or weekly overtime the supervisor and employee will meet and confer to discuss the work schedule with the intent of avoiding the overtime. The employee may voluntarily waive daily, weekly or consecutive day overtime except where the education/training is mandated by the employer.

AGREED:

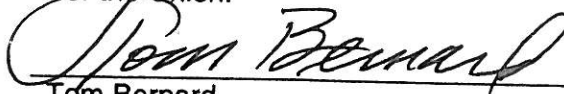
For the Employer:



Creighton Young
Senior HR Labor Relations Consultant

11/28/06
Date: _____

For the Union:



Tom Bernard
Internal Organizer
OFNHP

11/28/06
Date: _____