

August 30, 2005

Alan Moore
Oregon Federation of Nurses and Health Professionals
P. O. Box 1566
Clackamas, Oregon 97015

Subject: PT Assistants KSMC Weekend Coverage

Dear Mr. Moore:

The parties met in May 2005 to discuss PT Assistant weekend coverage at KSMC. The following conclusions were reached:

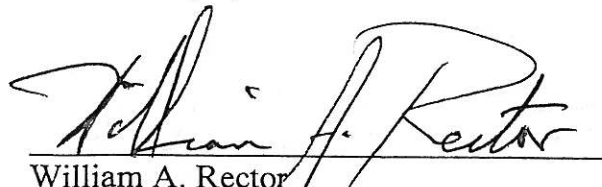
1. PT Assistants who are coded to KSMC will participate equitably in weekend work.
2. The Employer will pay a \$4/hour differential for PT Assistants working at KSMC on weekends.
3. This differential will not apply to a PT Assistant with a current differential such as holidays.
4. The effective date of this change is June 1, 2005.

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.

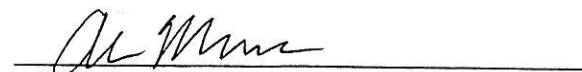
AGREED:

For the Employer:

For the Union:



William A. Rector
Senior Labor Relations Consultant



Alan Moore, Internal Organizer
OFNHP

Date: August 30, 2005

Date: SEPTEMBER 1, 2005