

September 16, 2005

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

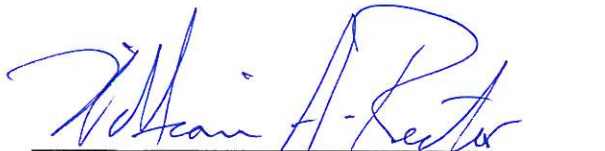
Subject: **Physical Medicine Scheduling**

Dear Mr. Taub:

This is to confirm our agreement of March 17, 2003 that individual employees may request schedule adjustments to meet their individual needs and managers will consider such requests in light of department scheduling requirements. Such requests will not be arbitrarily denied. Any such request granted either for a temporary or permanent schedule change will be non-precedent setting.

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