

January 16, 2007

Carol Posluszny
Oregon Federation of Nurses and Health Professionals
P.O. Box 1566
Clackamas, OR 97015

Subject: Professional Bargaining unit Business Expense

This is to confirm our agreement to fund the following items out of Employer Business Expense per Article 9 C 3 of the Current Agreement effective January 1, 2007:

1. Dieticians: Registration Certificate (Commission on Dietetic Registration).
2. Speech Pathologists: Certificate of Clinical Competence (American Speech-Hearing - Language Association).

Prior to January 1, 2007, employees wishing to have the Employer cover the above certifications needed to request reimbursement from the Education Fund (Article 9 C 2). By this Letter Agreement Education Fund moneys will not need to be requested, but reimbursement from home department Business Expense.

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.

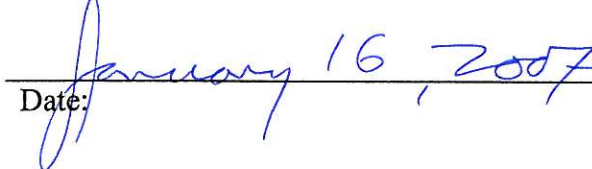
AGREED:

For the Employer:



William A. Rector
Senior Labor Relations Consultant

Date:



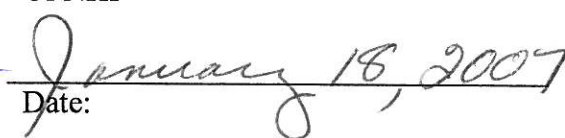
January 16, 2007

For the Union:



Carol Posluszny
OFNHP

Date:



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