

July 21, 2009

Subject: On-call differential for speech pathology

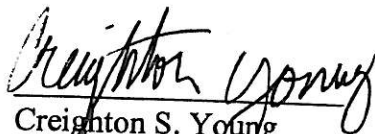
This is to confirm our agreement to clarify that on-call speech pathologists

1. are to be paid \$ 6.00 above the appropriate experience salary step;
2. such employees will not be eligible for any benefit program except as required by state or federal statute (Social Security, Workers Compensation, etc.) and the residual continuing education fund;
3. on-call employees may transfer into a posted benefited position;
4. availability of on-call staff will be established between the Manager and employee at time of hire/transfer. Such availability may be changed by mutual agreement. Portland area on-call employees will be expected to work in any Portland-Vancouver location where the employee holds the appropriate licensure; Salem area on-call employees will be expected to work in all Salem area work locations where the employee holds the appropriate licensure. On-call employees will be available to provide coverage for weekends and holidays on a mutually agreeable basis.

If you agree with the above, please indicate such agreement by signing in the space provided below.


AGREED:

For the Employer:

  
Creighton S. Young  
Senior Labor Relations Consultant

7/24/09  
Date:

For the Union:

  
Gary Stevens, AFT  
Administrator for OFNHP

8/24/09  
Date: