

Memorandum of Agreement

Between

Coquille Valley Hospital

and

Oregon Nurses Association

This Memorandum of Agreement is entered into between Coquille Valley Hospital (hereinafter referred to as the "Hospital" or "Coquille") and the Oregon Nurses Association (hereinafter referred to as the "Union" or "ONA") for the purpose of describing the parties' agreement for the temporary payment of a market-based adjustment to compensation (MAC) for licensed nursing staff and a change in the method of paying overtime to surgery department nurses.

a. Commencing with the first pay period starting after July 1, 2007, the Hospital will pay a MAC in the amount of three dollars (\$3.00) per direct patient care hour worked to non-supervisory, licensed floor, surgery, and home-health nursing staff. Commencing with the first pay period after July 1, 2009, the Hospital will pay a MAC in the amount of three dollars and twenty five cents (\$3.25) per direct care hour worked to non-supervisory, licensed floor, surgery and home-health nursing staff. The market adjustment described herein represents an increase in wages for hours worked only, and will not constitute an increase to the existing base compensation structure. The market adjustment compensation will be paid for direct patient care hours only, and will not be paid for other time, including but not limited to, paid time off, time spent attending meetings or educational sessions, early time off for surgery, or performing other non-direct care duties. The MAC payment described herein is a temporary adjustment and will terminate without further notice or action on June 30, 2010, unless mutually extended in writing by the parties.

b. Surgery department nurses will continue to be compensated at time and one half the nurses' regular rate of pay for hours worked in excess of eight (8) hours per day and for time spent on call between 7:00 p.m. and 7:00 a.m. Such compensation shall replace the twenty-five dollars (\$25.00) an hour previously paid for overtime.

This Memorandum of Agreement shall be deemed a part of and incorporated into the terms and provisions of the current agreement in effect between the parties.

Dated this ____ day of _____ 2007.

COQUILLE VALLEY HOSPITAL

OREGON NURSES ASSOCIATION

By: _____

By: _____

By: _____

By: _____

By: _____

By: _____