

## LETTER OF AGREEMENT


### I. PARTIES

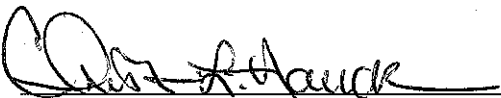
The parties to this agreement are Marion County (hereinafter, the County) and Oregon Nurses Association (hereinafter, the Association). The purpose of this agreement is to allow ONA-represented employees to opt-out of compensation credits.

### II. AGREEMENT

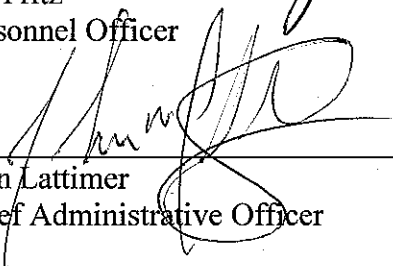
Effective July 1, 2009, employees hired before July 1, 2008, may make a one-time permanent election to opt-out of compensation credits provided in Article 7, Section 7 of the Collective Bargaining Agreement between Oregon Nurses Association and Marion County, in return for the higher salary provided for in Section 7. Once enrolled in this program, this is a permanent decision and an employee may not return to receiving compensation credits and pay at the lower salary schedule.

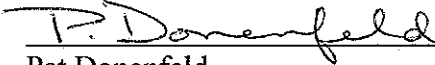
Any dispute over the implementation or application of this Letter of Agreement will be resolved by the provisions of the parties' labor agreement by the grievance and arbitration provisions.

  
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Jean DeJarnatt, RN, BSN  
ONA President

  
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Christine Hauck  
ONA Representative

  
\_\_\_\_\_  
Jan Fritz  
Personnel Officer

  
\_\_\_\_\_  
John Lattimer  
Chief Administrative Officer

  
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Pat Donenfeld  
Human Resources Supervisor