MEMORANDUM OF UNDERSTANDING

Holiday Pay

The Oregon Nurses Association and PeaceHealth Peace Harbor Medical Center hereby agree as follows:

In Article 9.15.5 of the parties’ Agreement, “11:00 p.m.” is deleted where it appears and replaced with “10:45 p.m.” and “10:59 p.m.” is deleted where it appears and replaced with “10:44 p.m.”.

OREGON NURSES ASSOCIATION

By: [Signature]

Date: 3/12/2014

PEACEHEALTH PEACE HARBOR MEDICAL CENTER

By: [Signature]

Date: 3/12/2014