Letter of Agreement

St. Charles Health System Inc. d/b/a St. Charles Medical Center – Prineville ("Hospital") and the Oregon Nurses Association ("Association") hereby agree that a one-time bonus in the amount of $1,500, less applicable taxes, will be paid to nurses who hold both a BSN and an advanced certification(s) as defined by Appendix A in the Labor Agreement dated May 1, 2014-April 30, 2017.

Nurses who hold a BSN are not eligible for the $1.00 per hour certification differential as defined in Appendix A. This mutual agreement will expire on April 30, 2017.

Oregon Nurses Association

Alison Hamway
Labor Relations Representative
Date 1-15-15

St. Charles Medical Center - Prineville

Jeanine Gentry, FACHE,
CEO
Date 1-28-15