Memorandum of Agreement

By and between
American Red Cross Pacific Northwest Region
And
Oregon Nurses Association

This shall serve as a Memorandum of Agreement by and between Oregon Nurses Association and American Red Cross Blood Services, Pacific Northwest Region.

It is agreed that Tammy Bates, Naomi Lambert and David Michael are ineligible for the Double Red Cell Premium as established by the National Addendum. Therefore, it is agreed that they will receive a $.75 (seventy-five cent) wage increase effective July 1, 2016.

It is agreed that the Company and the Union have resolved any and all issues regarding Article 14 of the National Addendum and the Union agrees that they will not file any grievances, local or national, regarding the change to the National Addendum Appendix B premiums or conversion of the non-Appendix B premiums as outlined in Article 14, Section 6 of the National Addendum.

Oregon Nurses Association

[Signature]
Amber Cooper
Labor Relations Representative

11/14/16
Date

American Red Cross Blood Services
Pacific Northwest Region

[Signature]
Tony Holbrook
Director, Labor Relations

11/14/16
Date