LETTER OF AGREEMENT

WAGE SCALE INCREASE

Pursuant to the Collective Bargaining Agreement (CBA) between the Oregon Nurses Association (Association) and Grande Ronde Hospital (Hospital) Appendix A of the Agreement dated May 1, 2019-April 30, 2023, the parties have met and agreed to the following changes.

Effective the first full pay period following May 1, 2021, the rates on the wage scale will be increased by 2.75%.

Effective the first full pay period following May 2, 2022, the rates on the wage scale will be increased by 2.5%.

The new wage scale is as follows:

<table>
<thead>
<tr>
<th></th>
<th>Current</th>
<th>May 1 2021</th>
<th>May 1 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Inc</td>
<td>33.95</td>
<td>34.88</td>
<td>35.76</td>
</tr>
<tr>
<td>2nd Inc</td>
<td>34.91</td>
<td>35.87</td>
<td>36.77</td>
</tr>
<tr>
<td>3rd Inc</td>
<td>37.57</td>
<td>38.60</td>
<td>39.57</td>
</tr>
<tr>
<td>4th Inc</td>
<td>38.58</td>
<td>39.64</td>
<td>40.63</td>
</tr>
<tr>
<td>5th Inc</td>
<td>39.51</td>
<td>40.60</td>
<td>41.61</td>
</tr>
<tr>
<td>6th Inc</td>
<td>40.85</td>
<td>41.97</td>
<td>43.02</td>
</tr>
<tr>
<td>7th Inc</td>
<td>40.85</td>
<td>41.97</td>
<td>43.02</td>
</tr>
<tr>
<td>8th Inc</td>
<td>42.33</td>
<td>43.49</td>
<td>44.58</td>
</tr>
<tr>
<td>9th Inc</td>
<td>42.33</td>
<td>43.49</td>
<td>44.58</td>
</tr>
<tr>
<td>10th Inc</td>
<td>44.02</td>
<td>45.23</td>
<td>46.36</td>
</tr>
<tr>
<td>11th Inc</td>
<td>44.02</td>
<td>45.23</td>
<td>46.36</td>
</tr>
<tr>
<td>12th Inc</td>
<td>45.63</td>
<td>46.88</td>
<td>48.06</td>
</tr>
<tr>
<td>13th Inc</td>
<td>45.63</td>
<td>46.88</td>
<td>48.06</td>
</tr>
<tr>
<td>14th Inc</td>
<td>47.06</td>
<td>48.35</td>
<td>49.56</td>
</tr>
<tr>
<td>15&lt;sup&gt;th&lt;/sup&gt; Inc</td>
<td>47.06</td>
<td>48.35</td>
<td>49.56</td>
</tr>
<tr>
<td>------------------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
</tr>
<tr>
<td>16&lt;sup&gt;th&lt;/sup&gt; Inc</td>
<td>48.40</td>
<td>49.73</td>
<td>50.97</td>
</tr>
<tr>
<td>17&lt;sup&gt;th&lt;/sup&gt; Inc</td>
<td>48.40</td>
<td>49.73</td>
<td>50.97</td>
</tr>
<tr>
<td>18&lt;sup&gt;th&lt;/sup&gt; Inc</td>
<td>49.89</td>
<td>51.26</td>
<td>52.54</td>
</tr>
<tr>
<td>19&lt;sup&gt;th&lt;/sup&gt; Inc</td>
<td>49.89</td>
<td>51.26</td>
<td>52.54</td>
</tr>
<tr>
<td>20&lt;sup&gt;th&lt;/sup&gt; Inc</td>
<td>51.40</td>
<td>52.81</td>
<td>54.13</td>
</tr>
<tr>
<td>21&lt;sup&gt;st&lt;/sup&gt; Inc</td>
<td>51.40</td>
<td>52.81</td>
<td>54.13</td>
</tr>
<tr>
<td>22&lt;sup&gt;nd&lt;/sup&gt; Inc</td>
<td>52.93</td>
<td>54.39</td>
<td>55.75</td>
</tr>
<tr>
<td>23&lt;sup&gt;rd&lt;/sup&gt; Inc</td>
<td>52.93</td>
<td>54.39</td>
<td>55.75</td>
</tr>
<tr>
<td>24&lt;sup&gt;th&lt;/sup&gt; Inc</td>
<td>54.54</td>
<td>56.04</td>
<td>57.44</td>
</tr>
<tr>
<td>25&lt;sup&gt;th&lt;/sup&gt; Inc</td>
<td>54.54</td>
<td>56.04</td>
<td>57.44</td>
</tr>
<tr>
<td>26&lt;sup&gt;th&lt;/sup&gt; Inc</td>
<td>55.63</td>
<td>57.16</td>
<td>58.59</td>
</tr>
<tr>
<td>27&lt;sup&gt;th&lt;/sup&gt; Inc</td>
<td>55.63</td>
<td>57.16</td>
<td>58.59</td>
</tr>
<tr>
<td>28&lt;sup&gt;th&lt;/sup&gt; Inc</td>
<td>55.63</td>
<td>57.16</td>
<td>58.59</td>
</tr>
<tr>
<td>29&lt;sup&gt;th&lt;/sup&gt; Inc</td>
<td>55.63</td>
<td>57.16</td>
<td>58.59</td>
</tr>
<tr>
<td>30&lt;sup&gt;th&lt;/sup&gt; Inc</td>
<td>56.74</td>
<td>58.30</td>
<td>59.76</td>
</tr>
</tbody>
</table>

Agreed to on this 14<sup>th</sup> day of April, 2021.

OREGON NURSES ASSOCIATION

Ateusa Salemi, Labor Representative

GRANDE RONDE HOSPITAL

Jeremy Davis, President/CEO