

**Memorandum of Understanding
Voluntary Separation Program
June 1, 2012**


Providence Portland Medical Center and Oregon Nurses Association agree that the Medical Center ONA bargaining unit nurses will be offered the opportunity to apply for the 2012 Voluntary Separation Program. The parties recognize and agree that this is a voluntary program offering exit incentive compensation to the bargaining unit nurses to which they are otherwise not entitled and that this program is not subject to the parties collective bargaining agreement.

The bargaining unit nurses will be offered the same terms and conditions of the VSP program as other eligible Medical Center employees except as follows:

1. The Medical Center will, in its sole discretion, decide whether it can grant any VSP application(s) based on the skill mix needed for the unit. Skill mix will not include consideration of the nurse's attendance record, developmental or work plans, coaching and counseling, any verbal or written discipline, specific advanced degrees, or non-mandatory national certifications. If two or more nurses from the same nursing unit have applied and, due to operational needs, the Medical Center cannot grant all of the applications from that unit, the skill level of the applicant will be the primary deciding factor. If the Medical Center determines that the skill levels of the nurses who have applied for the VSP Program are equal, then seniority as defined in Article 22 of the collective bargaining agreement will be the determining factor in granting the VSP application.
2. The Medical Center's denial or approval of the bargaining unit nurse(s) application for the Voluntary Separation Program will not be subject to the grievance process on a non-precedent setting basis.

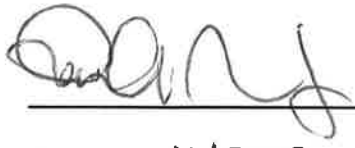
Bargaining Unit Nurses will be notified of the Voluntary Separation Program by a letter mailed to their home on June 11, 2012 and they will have until June 24, 2012 to submit their online application for the Voluntary Separation Program. Decision on the nurse(s)' applications for the Voluntary Separation Program will be made by July 20, 2012 and nurses will be notified by July 27, 2012.

For the Medical Center



Date: 6.1.12

For the Association



Date: 6/1/2012