

**LETTER OF AGREEMENT**  
**Extension of Collective Bargaining Agreement**

The 2018-2020 Agreement ("Agreement") between PeaceHealth Sacred Heart Medical Center ("Medical Center") and the Pacific Northwest Hospital Medicine Association ("Association") will expire on October 31, 2020. As a result of the continuing COVID-19 pandemic, the Association and the Medical Center wish to extend the current Agreement and change the effective date of certain compensation increases.

The Association and the Medical Center therefore agree as follows:

Article 5.1.3 "Base Yearly Salary" is amended to change the effective date of the July 1, 2020 3% salary increase to October 11, 2020.

Article 5.3 "Designated Extra Shift Compensation" is amended to change the effective date of the July 1, 2020 increases for extra shift compensation to October 11, 2020.

Article 15.1 "Duration" is amended to change "October 31, 2020" to "October 31, 2021".

All other terms and conditions of the Agreement remain in full force and effect.

For PeaceHealth Sacred Heart  
Medical Center:

DocuSigned by:  
Craig Armstrong

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Assistant General Counsel

Date: 7/21/2020 | 08:41 PDT

For Pacific Northwest Hospital  
Medicine Association:

Cherie Spett

Date: 7/20/2020