

**Deleted: LETTER OF AGREEMENT: NURSING CERTIFICATIONS**

Providence St. Vincent Medical Center (the "Medical Center") and Oregon Nurses Association (the "Association") are committed to the professional development, satisfaction, recruitment and retention of nursing staff. This brings about the best working conditions, patient care and benefits to our community at large. To that end, the Medical Center will pay certification differential on the following certifications for each unit, at a minimum. This list is not meant to prevent the Medical Center from compensating nurses for other certifications at their discretion. Nor will the Medical Center stop paying certification differential for any certifications recognized prior to the signing of this letter.

Unit

