

**SIDE LETTER OF AGREEMENT
BETWEEN
COUNTY OF SANTA CLARA
AND REGISTERED NURSES PROFESSIONAL ASSOCIATION
NURSE RETENTION OF SCHEDULED ASSIGNMENT**

I. Preamble:

- A. This Agreement is made in consideration of the acquisition by the County of O'Connor and Saint Louise hospitals and the DePaul Health Center. The parties agree that in consideration of the County's acquisition of these hospitals and the commitment to the hiring of substantially all employees employed by these hospitals, a smooth transition period is paramount to patient safety and continuity of patient care. The parties make this agreement with the understanding that in addition to the above, positive labor/management relationships are to be promoted and furthered.

- B. This Agreement covers nursing classes represented by RNPA and employed by the County resulting from the acquisition. Should the Association cease to represent a particular classification, the Agreement shall remain in force for the rest of the classifications.

- C. This Agreement supersedes all practices, both formal and informal, pertaining to items covered in this Agreement.

- D. This Agreement shall expire in conjunction with the expiration of the Memorandum of Understanding between the County of Santa Clara and the Registered Nurses Professional Association dated November 10, 2014 through October 20, 2019.

- E. Upon acquisition and to the fullest extent possible, nurses at the new facilities shall maintain his/her current work schedule:
 - a. A nurse shall maintain current alternate work schedules in accordance with the side letter of agreement between the County and the RNPA;
 - b. A nurse shall maintain his/her current scheduled work days;
 - c. A nurse shall maintain his/her current scheduled shift;
 - d. A nurse shall maintain his/her current full-time equivalent (FTE);

- e. Per diem and extra help nurses shall maintain their current shift and availability commitment (but subject to County practice, local ordinance and PERS limitations);
 - f. Except in cases of emergency, management-proposed changes in nurses' schedules, as specified in this agreement, will not be made unless the RNPA and the nurse are provided a minimum four (4) weeks advance notice of the change and the opportunity to discuss the proposed change with management;
 - g. Nothing in this agreement shall prohibit a nurse at the new facilities from voluntarily transferring in accordance with MOU and ordinance provisions.
- F. Nurses at the new facilities shall not be displaced from their positions as noted above by means of transfers of nurses currently employed at Valley Medical Center, Ambulatory Clinics, Custody Health or any other facility.


Debbie Chang
President
Registered Nurses Professional Association

3/8/19
Date


Lisa Dumanowski
Labor Relations Director
County of Santa Clara

3/8/2019
Date