

**RNPA and County of Santa Clara**

**Side Letter Agreement**

**Internal Transfers at Saint Louise Regional and O'Connor Hospitals**

1. This Agreement governs internal transfers within Saint Louise Regional Hospital ("SLRH") and O'Connor Hospital ("OCH") only.
2. This Agreement shall sunset and no longer have any effect upon RNPA and the County fully ratifying a successor agreement to the parties' 2014-2019 Memorandum of Understanding.
3. For the purposes of this Agreement, internal transfers shall be defined as code and/or shift change requests within a unit.
4. At SLRH and OCH, internal transfers within a unit shall be based on seniority within the bargaining unit subject to the following:
  - a. Nurses who have been issued an Unfavorable Report, suspension, subsequent probationary release, or demotion within the past twelve (12) months may only transfer to a higher code status with management approval.
  - b. The nurse is available to fulfill the position within six (6) weeks of the request.
5. For the purposes of this Agreement, seniority is defined as the total length of continuous employment in a coded classification from the first date of hire within the bargaining unit.
6. If two or more nurses applying for the same internal transfer have the same date of hire, the following process will determine which nurse receives the transfer:

The nurses' California Board of Registered Nursing (BRN) numbers will be utilized to break the tie, with the nurse having the lowest number receiving the position. (i.e., If the first nurse's BRN number is 456000 and the second nurse's BRN number is 566000, the first nurse will receive the transfer.)

For the County:



Cynthia Mihulka

Date: 9/23/19

For RNPA:



Debbie Chang

Date: 9/23/2019