

Sideletter Agreement

County of Santa Clara and the Registered Nurses Professional Association

MOA Section 6.9b) County-wide Transfers

This Agreement is made in consideration of the County of Santa Clara (County) and the Registered Nurses Professional Association's (RNPA) mutual interest in modernizing the County-wide transfer process as outlined in Section 6.9b) of the Memorandum of Agreement (MOA) between the parties. The purpose of the Agreement is to suspend Section 6.9b) of the MOA and use the following pilot program for County-wide transfers with the intent to expedite the hiring process of bargaining unit members throughout the County of Santa Clara. This agreement does not alter Section 6.9a) Internal Transfers, of the MOA between the parties.

County-Wide Transfer Opportunities:

The County shall create a transfer information system, which nurses can access on-line, for information on transfer opportunities in RNPA's Bargaining Unit classifications resulting from newly created positions and vacancies resulting from promotion, demotion, resignation, termination, or transfer that the County intends to fill.

1. Job announcements for the quarterly transfer list shall be posted for ten (10) working days quarterly. The first ten (10) working day posting will commence the first full pay period beginning May 1, 2022. Thereafter, the ten working day posting will commence the first full pay period of the fiscal year quarter beginning July 1, 2022 and will continue every quarter (3-months) subject to paragraph number 9. All job postings may be accessed at www.sccjobs.org.

2. The job announcement will have questions that allow the employee to choose transfer preferences such as but not limited to:

- Unit
- Location
- Shift
- Code Status (Full Time Equivalent Status e.g., .5, .6, .7, .75, .8, .9, or 1.0)

3. Nurses who apply on the quarterly transfer list, only need to do so once per three (3) month period. Should a nurse wish to change any component of their transfer preference they must wait until the next ten (10) working day posting.

Once this process is completed, the newly created quarterly transfer list shall be considered the most current transfer list and the previous list will be abolished.

Open-competitive or promotional recruitments may be conducted concurrently with transfer postings. Should the vacancy be posted as promotional or open/competitive, any nurse interested, eligible, and on the transfer list will be interviewed and considered prior to interviewing outside candidates. The County will make every reasonable effort to hire an internal candidate.

4. To be eligible to apply for the quarterly transfer posting, a nurse must: 1) meet the applicable employment standards; 2) be probationary or permanent; and 3) fall within the twelve percent (12%) transfer band.

5. To be removed from the quarterly transfer list, nurses must submit a request in writing to ESA Human Resources.

6. Nurses who transfer to another position in a different classification must serve the appropriate probationary period in the new classification as required under County ordinance section A25-175.

7. Upon accepting the new position, the nurse shall be placed in the new position as soon as possible, but no later than sixty (60) days, unless the County and the nurse mutually agree in writing to waive the sixty-day limit.

8. This Pilot Agreement shall remain in effect as a pilot from date of execution by the parties through June 30, 2023. The parties will assess the Pilot Agreement no later than April 30, 2023.

For the County:

For RNPA:

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Jill Sproul 4/12/2022
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Jill Sproul Date
SCVMC – Chief Nursing Officer

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Tiffany Talerico Date
RNPA Vice President

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Principal Labor Relations Representative

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Jennifer Hughes Date
RNPA Vice President

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Nick Steinmeier Date
Labor Relations Representative

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Shannon Ruth Date
RNPA Representative

Approved as to Form and Legality:

DocuSigned by:
Nancy Clark 4/12/2022
585BE75500484CB
Nancy Clark Date
Office of the County Counsel