

12/7/2023
10:58AM

**Side Letter Agreement
County of Santa Clara and the Registered Nurses Professional Association
Badge Policy**

This Agreement is made in consideration of the County of Santa Clara (County) and the Registered Nurses Professional Association's (RNPA) mutual interest in safety on the job.

Pursuant to this Agreement, the parties agree to jointly draft and send a communication to the California Department of Public Health (CDPH) seeking clarification regarding California Business and Professions Code § 680, including whether the statute generally requires the inclusion of last names on ID badges, and what constitutes a "psychiatric setting."

Upon the receipt of formal guidance by the CDPH, the County shall seek to amend the current Photo Identification Badge/Access Card policy (VMC #160.2) as soon as practicable with the addition of the following language:

The County shall, at each employee's request, create ID badges that do not include the employee's last name unless required for accreditation or by law.

For the County:

For RNPA:

Dania Torres Wong Date
County Chief Negotiator

Gregg Adam Date
RNPA Chief Negotiator

Andrea Brollini Date
SCVMC – Chief Nursing Officer

Susie York Date
RNPA President

Cynthia Mihulka Date
Principal Labor Relations
Representative

Tony LoPresti Date
County Counsel

Approved as to Form and Legality:

Sam Cretcher Date
Deputy County Counsel