

Tentative Agreement
Section 6.3 Personnel Files

Section 6.3 - Personnel Files

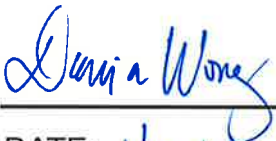
The County shall maintain a personnel file for each nurse in this bargaining unit. ~~The Santa Clara Valley Health and Hospital System may also maintain a personnel file for each nurse.~~ Nurses shall have the right to review their personnel file(s) or authorize review by their representative. No material will be inserted into the nurse's personnel file(s) without prior notice to the nurse. Nurses may cause to be placed in their personnel file(s) responses to adverse material inserted therein and a reasonable amount of correspondence originating from other sources directly related to their job performance.

Materials relating to suspensions ~~which that~~ become final will be removed after four (4) years if no other suspensions have occurred during the four (4) year period except those involving charges as listed in A25-301(a)(4) Brutality in the performance of duties and (b)(2) Guilty of immoral conduct or a criminal act.

Materials relating to suspensions may be removed from the nurse's personnel file earlier than the regular removal schedule by mutual agreement between the Union Association, the Office of Labor Relations and the CNO or their designee.

Materials relating to disciplinary actions recommended but not taken, or disciplinary actions overturned on appeal, shall not be retained in a nurse's personnel file.


FOR THE COUNTY




DATE: 1/26/2024

Chhetka 1/26/2024

FOR RNPA



RNPA PRESIDENT



1/25/24

DATE: 1/25/24

From: SCCo To RNPA 1/25/2024

This proposal includes all previous proposals unless specifically modified herein.

All Tas subject to ratification by the BOS.

New language is underlined.

Deleted language is struck through.

Current contract language is CCL.

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