

ARTICLE 2 - NO DISCRIMINATION

~~County Modifications – County not in agreement with AP August 31, 2023 and counters on October 5, 2023~~

Section 2.1 – Employment

Neither the County nor the Association shall unlawfully discriminate ~~(except as allowed by law)~~ against any nurses because of race, age, sex, pregnancy, color, disability, creed, national origin, religion, Association activity, affiliations, political opinions, sexual orientation, gender identity, or gender expression~~sexual preference~~.

Section 2.2 – Association Affiliation

Neither the County nor the Association shall interfere with, intimidate, restrain, coerce, or discriminate against any nurse in the nurse's free choice to participate or join or refuse to participate or join the Association.

Section 2.3 – Affirmative Action Diversity, Equity, and Inclusion

The County and the Association agree to cooperate to achieve equitable representation of women, minorities, and disabled at all occupational levels designated by Federal, State, and County Affirmative Action goals and timetables, as adopted by the Board of Supervisors.

Section 2.4 – Work Environment

The Association and the County jointly support a work environment free from discrimination, harassment and retaliation as required by law.

FOR THE COUNTY



DATE: 12-4-2023



FOR RNPA

 RNPA PRESIDENT

DATE: 11/30/23

From: SCCo To RNPA October 5, 2023

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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