

**SIDE LETTER OF AGREEMENT
BETWEEN
COUNTY OF SANTA CLARA
AND REGISTERED NURSES PROFESSIONAL ASSOCIATION
PROBATIONARY PERIODS**

I. Preamble:

- A. This Agreement is made in consideration of the acquisition by the County of O'Connor and Saint Louise hospitals and the DePaul Health Center. The parties agree that in consideration of the County's acquisition of these hospitals and the commitment to the hiring of substantially all employees employed by these hospitals, a smooth transition period is paramount to patient safety and continuity of patient care. The parties make this agreement with the understanding that in addition to the above, positive labor/management relationships are to be promoted and furthered.
- B. This Agreement covers nursing classes represented by RNPA and employed by the County resulting from the acquisition. Should the Association cease to represent a particular classification, the Agreement shall remain in force for the rest of the classifications.
- C. This Agreement supersedes all practices, both formal and informal, pertaining to items covered in this Agreement.
- D. This Agreement shall expire in conjunction with the expiration of the Memorandum of Understanding between the County of Santa Clara and the Registered Nurses Professional Association dated November 10, 2014 through October 20, 2019.
- E. This Agreement covers nurses in the new facilities who are hired in provisional positions and are active employees as of March 1, 2019.
- F. Nurses at the new facilities who have had status changes from provisional to probationary (within the same classification) as a result of appointment from an open – competitive list shall serve a probationary period of six months, to be counted as thirteen complete pay periods.

G. Partial pay periods served shall not count towards the accumulation of the thirteen pay periods.

H. All other provisions of ordinance A25-191 Probationary Period and MOU Section 6.1 – Probation shall apply.

 3/8/19

Debbie Chang
President
Registered Nurses Professional Association

 3/8/2019

Lisa Dumanowski
Labor Relations Director
County of Santa Clara