

**SIDE LETTER OF AGREEMENT
BETWEEN
COUNTY OF SANTA CLARA
AND REGISTERED NURSES PROFESSIONAL ASSOCIATION
TEN AND TWELVE HOUR SHIFTS**

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. Upon acquisition and to the fullest extent possible, nurses at the new facilities shall maintain his/her current alternate work schedule by unit of ten (10) or twelve (12) hour shifts:
 - a. A nurse working a regularly scheduled ten (10) or twelve (12) hour shift shall be compensated for each hour worked at the regular hourly base rate;

