SIDE LETTER OF AGREEMENT
BETWEEN
COUNTY OF SANTA CLARA
AND REGISTERED NURSES PROFESSIONAL ASSOCIATION
HONORING OF VACATION REQUESTS

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 employed at the new facilities who have submitted and have received approval for vacation requests for vacation periods on or after March 1, 2019 shall have those vacation periods honored.
G. Such requests as noted in (F) above, must have been submitted and approved between January 1, 2018 and December 31, 2018.

H. Requests submitted and approved between January 1, 2019 and February 28, 2019 shall be evaluated for approval on a case by case basis and shall be based on nurse convenience (e.g., nurse purchased airlines tickets, event tickets, trip abroad, etc.) and administrative and operational needs as determined by management.

I. Approval of vacation shall not be unreasonably denied. Before denying a request, the employer will make all reasonable attempts to accommodate conflicts considering the utilization of over code work, scheduling extra help and per diem, and voluntary shift trades in support of vacation scheduling.

Debbie Chang  Date  Lisa Dumanowski  Date
President  Labor Relations Director
Registered Nurses Professional Association  County of Santa Clara