

Exhibit 6

AMENDMENT TO THE MEMORANDUM OF AGREEMENT BETWEEN THE CALIFORNIA NURSES ASSOCIATION AND THE COUNTY OF VENTURA

There is presently in full force and effect a Memorandum of Agreement ("MOA") between the County of Ventura ("County") and the California Nurses Association ("CNA") which sets forth the terms and conditions of employment of all employees of the County represented by CNA for the period between March 17, 2020, through March 17, 2023.

The County and the CNA have agreed to amend the 2020-2023 MOA as follows:

Sec. 1316 **Maximum Accrual:** Employees hired on or before June 21, 1981, shall not accumulate more than six hundred (600) hours of annual leave. Employees hired after June 21, 1981, shall accumulate no more than the following listed levels:

<u>Hours Of Compensable Service</u>	<u>Maximum Accumulation</u>
Less than 10,400 hours	400 hours maximum
10,400 but less than 31,200 hours	500 hours maximum
31,200 or more hours of compensable service	600 hours maximum

It is the mutual responsibility of the employee and the department/ agency head to ~~insure~~ ensure that no employee shall exceed said maximum accrual.

Sec. 1317 Natural Disaster Accrual Exception

A. Annual Leave Accumulation During a Natural Disaster: During a natural disaster, as defined in Section 1804 of the Ventura County Personnel Rules and Regulations and as declared by the Ventura County Board of Supervisors, employees shall, notwithstanding the accrual limits set forth in Sec. 1316, above, be permitted to continue to accrue annual leave hours of up to 60 hours in excess of the applicable maximum annual leave accrual limit. Such accruals in excess of the applicable maximum annual leave accrual limit may occur only during the period of the declared natural disaster and in no case shall the total number of accrued hours of any employee exceed 60 hours over the applicable maximum accrual limit, as set forth in Sec. 1316, above.

Within six months from the date of the end of the natural disaster, any employee who was permitted under this subsection to accrue annual leave hours in excess of the maximum accrual limit set forth in Sec. 1316, above, shall draw down (by use for paid time off or cash redemption pursuant to Sec. 1306, ~~below~~ above) their accrued annual leave hours that are in excess of the maximum accrual limit set forth in Sec. 1316, above, or lose the value of all hours in excess of that maximum accrual limit.

B. Notwithstanding the provisions of subsection 1317(A), employees may continue to accrue annual leave hours of up to 60 hours in excess of the maximum accrual limit

set forth in Sec. 1316, above, from the declared end of the Local Emergency Order for COVID-19, effective February 28, 2023, until December 31, 2023. Employees must draw down (by use for paid time off or cash redemption pursuant to Sec. 1306 above) their accrued annual leave hours that are in excess of the maximum accrual limit set forth in Sec. 1316 by December 31, 2023, or lose the value of all hours in excess of that maximum accrual limit as of that date.

Agreed to this 7 day of March 2023

For the County:



Robert Abdoe
CEO Labor Relations

For CNA:



CNA Representative

3/7/23