

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

The County of Ventura ("County") and California Nurses Association ("CNA") have negotiated and reached a tentative agreement regarding an Amendment to the 2014-2017 Memorandum of Agreement ("MOA") regarding Article 6, Section 606 "OPERATING ROOM MARKET BASED PREMIUM" and Article 6, Section 607 "MARKET BASED PREMIUM PAY". Both agree that the final approval of the tentative MOA or collective bargaining agreement is subject to approval by the Board of Supervisors.

A. There is presently in full force and effect a MOA between the County and CNA which sets forth the terms and conditions of employment of all Regular Employees of the County represented by CNA for the period between June 10, 2014, and June 10, 2017.

B. The parties agree exigent circumstances have developed that warrant amendment of their current MOA to address the difficulty in recruitment and retention of Registered Nurses regularly assigned to the Emergency Department ("ED") or the Intensive Care Unit ("ICU") of the Ventura County Medical Center ("VCMC") and Santa Paula Hospital ("SPH"), as well as all other County employees represented by CNA and, therefore, agree that the following should be immediately incorporated into, and become part of, the current MOA as follows:

1. Article 6, Section 606 "MARKET BASED PREMIUM PAY" shall be renamed "OPERATING ROOM MARKET BASED PREMIUM PAY"
2. Article 6, Section 607:

MARKET BASED PREMIUM PAY: Upon recommendation of the Director-Health Care Agency, the Director-Human Resources may approve as a recruitment and retention incentive a premium pay for/to employees employed in the classifications of Registered Nurse I, Registered Nurse II and Senior Registered Nurse-Hospital and who are regularly assigned to the Emergency Department ("ED") or the Intensive Care Unit ("ICU"). The amount of the premium pay will be \$8.00 per hour.

All other represented employees not currently receiving a market based premium shall receive a premium pay of 6.0% effective at the beginning of the first pay period following approval by the Board of Supervisors.


The County agrees to meet and consult with CNA on the implementation procedures of the premium pay program to determine adherence to the original intent of this Section and to modify as necessary for immediate implementation.

Following implementation, CNA and Management mutually agree to support efforts toward recruitment and retention through exploring other mutually agreed upon, more permanent, options, and implementing the changes that will enhance retention and recruitment efforts. Any mutually agreed upon changes will supersede this section.

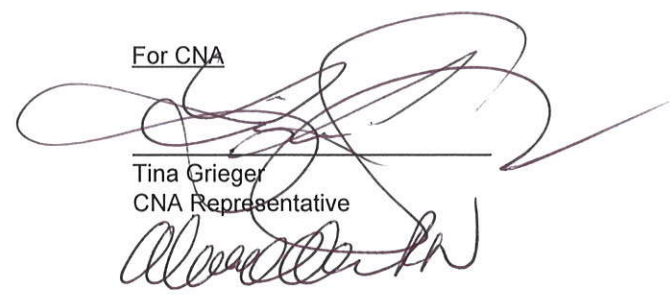
This premium pay is effective for 60 days following approval by the Board of Supervisors. Should the parties fail to reach agreement on a more permanent solution to enhance retention and recruitment efforts, both parties may mutually agree to extend the premium for a definite period of time.

Agreed to this 19th day of October, 2015, by:

For the County


Jeri Weinstein
Labor Relations Manager

For CNA


Tina Grieger
CNA Representative