



**Contra
Costa
County**

To: Board of Supervisors
From: Monica Nino, County Administrator
Date: June 21, 2022

Subject: Memoranda of Understanding with California Nurses Association

RECOMMENDATION(S):

ADOPT Resolution No. 2022/228 approving the Memorandum of Understanding between Contra Costa County and the California Nurses Association, implementing negotiated wage agreements and other economic terms and conditions of employment, for the period of July 1, 2022 through September 30, 2025.

FISCAL IMPACT:

The estimated cost of the negotiated contract between the County and the California Nurses Association is \$26.4 million for FY 2022-2023, \$31.7 million for FY 2023-2024, \$40.4 million for FY 2024-25, and \$12.4 million for July 1, 2025 through September 30, 2025. The majority of employees represented by the California Nurses Association work in the hospital and clinics, which is an Enterprise Fund (Hospital Enterprise Fund 145000).

BACKGROUND:

The California Nurses Association (CNA) began bargaining with Contra Costa County on August 27, 2021. A Tentative Agreement was reached between the County and CNA on June 1, 2022 and ratified on June 8, 2022. The resulting Memorandum of Understanding, which is attached, includes modifications to wages, retirement, health care, and other benefit

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **06/21/2022** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, District III Supervisor
Federal D. Glover, District V Supervisor

ABSENT: Karen Mitchoff, District IV Supervisor

Contact: Adam Nguyen, County Finance Director (925) 335-1023

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: June 21, 2022

, County Administrator and Clerk of the Board of Supervisors

By: June McHuen, Deputy

cc:

changes.

BACKGROUND: (CONT'D)

In summary, those changes are:

- Duration of Agreement - Section 64
 - The term of the agreement is from July 1, 2022 through September 30, 2025.
- Association Security (Section 2)
 - Deletes old language and adds language requiring the regular providing of information pursuant to AB 119.
- General Wages - Section 5.1
 - Effective July 1, 2022, the base rate of pay for all classifications represented by the Association will be increased by seven percent (7.0%).
 - Effective July 1, 2022, the base rate of pay for all classifications represented by the Association will be increased by four percent (4.0%).
 - Effective July 1, 2023, the base rate of pay for all classifications represented by the Association will be increased by four percent (4.0%).
 - Effective July 1, 2024, the base rate of pay for all classifications represented by the Association will be increased by four percent (4.0%).
 - Effective July 1, 2025, the base rate of pay for all classifications represented by the Association will be increased by four percent (4.0%).
- Charge Nurse Relief - Section 5.3
 - Increases Charge Nurse Relief differential to \$50.
- Deep Class Exception Section 5.4
 - Deletes reference to deep class exception.
- Preceptor and Orientation Section 5.20
 - Adds orientation language and preceptor pay for preceptor nurses.
- Staff Nurse Unit/Per Diem Employees - Section 49
 - Incorporates and modifies language from attachment regarding called off employees.
 - Deletes obsolete language.
- Vacation Leave - Section 13
 - Amends the vacation request process and makes process uniform for Family Nurse Practitioners.
- Floating - Attachment Q
 - Modifies Floating policy.
- Family Nurse Practitioners/Public Health Nurses (Section 52)
 - Changes title of "Family Nurse Practitioner" to "Nurse Practitioner." Amends process for Expanded Roles.
- Safe Staffing - Section 29
 - Add language regarding a break relief nurse and rosters for Nurse Practitioners.
- Safety - Section 33
 - Adds a transport nurse seven days a week, eight hours per day.
- Lunch Period/Rest Breaks - Section 51
 - Amends rest break duration and frequency.

- Days and Hours of Work - Section 6
 - Amends the process for consideration of requests to adjust position hours.
- Overtime and Compensatory Time - Section 7
 - Cleans up references in the MOU and adds process for discussing mandatory overtime in detention.
- Education Leave - Section 31
 - Amends process for taking education leave and expands availability of education leave to Public Health Nurse.
- Medical, Life and Dental Care - Section 18
 - Deletes Health Net HMO Plan A & Plan B, Health Net PPO Plan A, and provides Health Net SmartCare HMO Plan A & Plan B.
 - Clarifies that employees may continue coverage during periods of extended absence by paying the entire premium.
 - Amends supplemental life insurance benefit from \$100,000 to \$150,000.
- Leave of Absence - Section 16
 - Clarifies and amends references to FMLA and CFRA throughout.
 - Cleans up section to be consistent with the law.
- Professional Performance Committees - Section 38
 - Amends the structure and frequency of the Professional Performance Committees.
 - Increases release time for committees to eight hours as well as the number of attendees.
 - Incorporates language for the Assignment Despite Objection process.
 - Adds provision for employees who attend PPC on day off or non-work time.
- Catastrophic Leave Bank - Section 15
 - Revises the frequency of the catastrophic leave bank committee.
- Sick Leave - Section 14
 - Adds language for baby/child bonding.
 - clarifies circumstances where employees exhaust accruals.
- Section 21 - Transfer
 - Amend criteria to be contained in transfer postings.
- Incorporate or delete obsolete attachments, clean up language throughout.

CONSEQUENCE OF NEGATIVE ACTION:

Employees would be out of contract, which may cause labor issues.

CLERK'S ADDENDUM

Speaker: Caller 6770.

ATTACHMENTS

Resolution 2022/228

CNA MOU 2022 - 2025