

TENTATIVE AGREEMENT

Part of Package Supposal for Tentative Agreements to Articles 1, 12, 14, 16, 24, and Appendix C

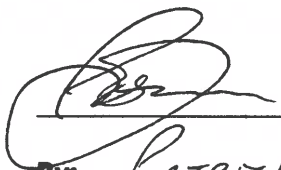
CURRENT LANGUAGE TENTATIVE AGREEMENT

The parties agree to maintain current language for the following listed article and appendix. Typos will be corrected, including but not limited to date corrections, references, article and/or appendix numbering, where needed, to be updated for the agreed-upon final version of the parties' successor collective bargaining agreement.

Article 24 – Work Stoppage

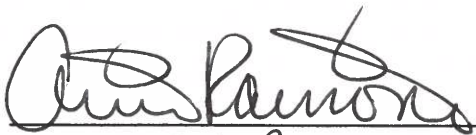
Appendix C – Paid Time Off

FOR THE EMPLOYER


By: PATRICK ZVARA

Date: 10/3/25

FOR CALIFORNIA NURSES ASSOCIATION


By: ARIN RAINONE

Date: 10/3/25