

TENTATIVE AGREEMENT

ARTICLE 2 - ASSOCIATION REPRESENTATION

A. CNA NURSE REPRESENTATIVES

The Association shall provide the Employer with a written list of CNA Nurse Representatives after their designation, and shall notify the Employer of changes as they occur. The Association shall designate three (3) Nurse Representatives as Chief Nurse Representatives. Prior to the Employer's receipt of such Association designation, the Employer is not obligated to recognize a CNA Nurse Representative under this Article.

The functions of the Association Nurse Representative include the authority 1) to settle or assist in settling problems arising in connection with the application or interpretation of the Agreement, 2) to resolve grievances at Step 1 or 2 of the grievance procedure and 3) to serve as an Association representative for Weingarten meetings.

CNA Nurse Representatives shall perform their functions or Association related activities on their own time. However, if a meeting is mutually agreed to with the Nurse Representative during the Nurse Representative's work shift, that time will be paid for by the Employer. If the Nurse Representative wishes to schedule a meeting with Registered Nurses during the Nurse Representative's work shift, unpaid leave time shall be requested through the Nurse Manager and shall not be unreasonably denied, giving due consideration to patient care, safety, and staffing needs. Additionally, upon written advance notice to the Chief Human Resources Officer or designee, with a copy to the Department Director, and subject to the Chief Nurse Representative, or his or her alternate designated in the advance notice, arranging for his/her own replacement, the Chief Nurse Representative or designee will be permitted to leave his/her normal work for one shift without loss of pay to attend the monthly Nurse Representative meetings, up to a maximum of twelve (12) hours of such release time per month for each Chief Nurse Representative. This paid Chief Nurse Representative time may be used for paid release from work subject to unit need or for paid time on a Registered Nurse's scheduled day off and does not count as hours worked for the purposes of computing daily or weekly overtime, or any other form of premium pay. Although nursing leadership retains ultimate authority to determine the appropriateness of any release, Human Resources will make best efforts to facilitate the release of a Nurse Representative for any meeting which Human Resource schedules.

Nurse Representatives shall not direct any Registered Nurse as to how to perform or not perform his/her work, shall not countermand the order of any supervisor, and shall not interfere with the normal operations of the Employer or any Registered Nurse.

Employer: PZ
Union: ARM
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B. ASSOCIATION LABOR REPRESENTATIVE

A duly authorized Labor Representative of the Association, upon advance notice, shall be permitted to enter the Employer's premises at reasonable times for the purpose of ascertaining whether this Agreement is being adhered to or to check upon complaints of bargaining unit Registered Nurses. Such authorization will be made in writing by the Association at the time of the Labor Representative's appointment. The Labor Representative shall ~~continue to advise~~ contact the Chief Human Resources Officer or his/her designee of each visit prior to entering the Employer's premises. If the Chief Human Resources Officer or his/her designee is not on site and/or on duty, the Labor Representative will call and/or page the Chief Human Resources Officer or his/her designee. The Labor Representative will abide by patient confidentiality, infection control, safety and security rules, and other Employer policies applicable to such areas. When at the Employer's premises, the Labor Representative will wear his/her Association Representative badge issued by the Employer.

The authorized CNA Labor Representative shall not meet with Registered Nurses in patient care areas including visitor's lounges.

The Association Labor Representative shall not interfere with the work of any Registered Nurse. This shall not prevent the Association Labor Representative from conferring with a Registered Nurse and his/her supervisor or an Employer representative on Employer time in connection with a complaint or problem concerning the Registered Nurse.

The Association agrees it will not conduct union business in the cafeteria, but nothing herein shall prevent the Labor Representative from utilizing the cafeteria for its intended purpose.

C. BULLETIN BOARDS

The Employer shall provide three (3) glass enclosed locking bulletin boards in the following locations for posting of notices and announcements regarding Association business, such as meetings, internal Association election results, education, and social events:

1. Outside the cafeteria at Keck Hospital of USC
2. In the employee entrance tunnel at Keck Hospital of USC
3. Outside the cafeteria at USC Norris Cancer Hospital

In department where CNA bargaining members work, a 8 ½" x 14" posting space will be provided in employee's break rooms.

Employer: 
Union: ARVM

No materials which are derogatory of the Employer, the hospital Facilities, management, employees, agents, or the University of Southern California shall be posted. Both the Association and Employer shall have a key to the bulletin boards. The Employer shall not access the bulletin boards until a request has been made to the Association, in writing, and a reasonable time given for discussion.

D. NEW HIRE ONBOARDING

The Employer will allow an Association Representative up to twenty-five (25) minutes of the Employer's onboarding program to discuss the Association and the terms of the Agreement, at the conclusion of the agenda unless another time in the program is mutually agreed upon. The Employer will give reasonable advance notice to the Association of new employee onboarding.

A Nurse Representative shall be released from work without loss of pay upon written notification to Human Resources or the Facility/Department's designee to participate in hospital onboarding if patient care permits as determined by the department.

E. USE OF CONFERENCE ROOMS

Conference rooms will be made available through arrangements with the Chief Human Resources Officer of the Employer, space permitting, for use by the Association and its Nurse Representatives for a maximum of eight (8) hours per month, in accordance with administrative procedures governing such use.

FOR THE EMPLOYER



By: Patrick Zvara

Date: 8/14/25

FOR CALIFORNIA NURSES ASSOCIATION



By: Arin Kainono

Date: 8/14/25

