

AMENDED TENTATIVE AGREEMENT

Part of Full Tentative Agreement
Replaces Tentative Agreement Dated January 23, 2026

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ARTICLE 13 – COMPENSATION

A. WAGES

1. Wage Increases

a. ~~2021~~ 2024 Ratification

Effective the first full pay period following ratification, each Full Time and Part Time Registered Nurse and Nurse Practitioner covered by this Agreement will receive an increase to his/her base rate of pay: (1) up to the appropriate step on the contractual wage scale as reflected in Appendix B; or (2) at the rate of ~~4.06.25~~ 4.06.25% of base pay, whichever is greater.

~~b.~~ ~~2022~~

~~Effective the first full pay period following July 1, 2022 each Full-time and Part-time Registered Nurse and Nurse Practitioner covered by this Agreement will receive an increase to her/his base rate of pay: (1) up to the appropriate step on to the contractual wage scale as reflected in Appendix B; or (2) at the rate of 3.5% of base pay, whichever is greater.~~

~~c.~~ ~~b.~~ ~~2023~~ 2027

Effective the first full pay period following July 1, ~~2023~~ 2027, each Full-time and Part-time Registered Nurse and Nurse Practitioner covered by this Agreement will receive an increase to her/his base rate of pay: (1) up to the appropriate step on to the contractual wage scale as reflected in Appendix B; or (2) at the rate of ~~4.03.0~~ 4.03.0% of base pay, whichever is greater.

~~d.~~ ~~c.~~ ~~2024~~ 2028

Effective the first full pay period following July 1, ~~2024~~ 2028, each Full-time and Part-time Registered Nurse and Nurse Practitioner covered by this Agreement will receive an increase to her/his base rate of pay (1) up to the appropriate step on to the contractual wage scale as reflected in Appendix B; or (2) at the rate of ~~3.05~~ 3.05% of base pay, whichever is greater.

~~e.~~ ~~d.~~ For ~~2021, 2022~~ Ratification, 2023-2027 and ~~2024-2028~~ wage scales will increase as set forth in Appendix B for all Full-time and Part-time Registered Nurses and Nurse Practitioners covered by this agreement.

2. Credit for Past Experience

[Current Language]

3. Per Diem Pay

Effective the first full pay period following ratification and each of these dates, ~~July 1, 2022 and~~ July 1, ~~2023~~ 2027 and July 1, ~~2024~~ 2028, Per Diem Registered Nurses ~~and Nurse Practitioners~~ covered by this Agreement will receive an increase to their base rates of pay up to the RNs current step according to the contractual Per Diem wage scale in Appendix B. ~~For 2021 and 2023 there will be a minimum rate increase of four~~



Employer

May 13, 2026
Page 1 of 7



California Nurses Association

AMENDED TENTATIVE AGREEMENT

Part of Full Tentative Agreement
Replaces Tentative Agreement Dated January 23, 2026

~~percent (4%) for all Per Diem Registered Nurses and Nurse Practitioners covered by this Agreement and for 2022 and 2024 there will be a minimum rate increase of three and one half percent (3.5%) for all Per Diem Registered Nurses and Nurse Practitioners covered by this Agreement..~~

4. **Float Pool Nurses**
[Current Language]

5. **Other Pay Practices**
[Current Language]

B. PAYDAY AND PAYCHECK
[Current Language]

C. BONUS/ALLOWANCES
[Current Language]

D. CLINICAL LADDER

The Employer shall maintain the Clinical Ladder program that will remain in effect for the duration of this contract. Upon request of either the Employer or the Union, the parties will meet to discuss changes to the clinical ladder. Any and all changes to the clinical ladder must be agreed to in writing by the Employer and the Union.

Registered Nurses may submit applications for the clinical ladder between October 1 and December 31 of each calendar year.

The program will pay bonuses to Registered Nurses each year beginning in 2015 during the first full pay period in February in a separate check. Nurses achieving each level as provided by the program will receive the following amounts:

Level 1:	\$2000
Level 2:	\$3000
Level 3:	\$5000

~~The Employer and the Union will meet during the period between April 2021 and June 2021 to discuss the implementation of the program.~~

CLINICAL LADDER POLICY

Goal of Program

To enhance professional development, improve responsibility and commitment to organizations, to promote Nursing Excellence.

Objectives of Programs

1. Recognize and reward clinical nurses for expertise in clinical practice
2. Recruit and retain clinical nurses in clinical practice
3. Enhance personal growth and satisfaction of clinical nurses



Employer

May 13, 2026
Page 2 of 7

California Nurses Association

AMENDED TENTATIVE AGREEMENT

Part of Full Tentative Agreement
Replaces Tentative Agreement Dated January 23, 2026

4. Promotes the ongoing professional development of clinical nurses
5. Provide for formal advancement of clinical nurses who practice at the bedside

Clinical Practice

(Level 1-2 credits, Level 2 - 4 credits, Level 3- 6 credits)

Years of Nursing Experience:	1 for every two years up to 3 credits- must have RN license 1 additional credit for actively pursuing BSN
Actively Pursuing BSN	1 credit
BSN Degree:	3 credits
BSN with other Healthcare Related Masters Degree	4 credits
MSN Degree:	5 credits

Leadership

(Level 1-10 credits, Level 2 -13 credits, Level 3-16 credits)

Newsletter published this year	1 credit per article (max 3)
Policies and Procedure Writing	3 credits (Lead or primary writer) 2 credits (Writer for unit based) 1 credits (Team Member)
Forms	2 credits (Lead or primary writer) 1 credit (Team Member)
Teaching (Med Ctr/Nursing)	6 credits (Primary Presenter) original presentation (1 hour CEU course); 3 credits (Joint Presenter) original -recreates match or six points divided amongst the group 1 credit (Repeat Presentation)
Teaching (Unit Level)	<u>Max 9 Credits:</u> 23 credits (Primary Presenter) 2 credits (Joint Presenter) <u>1 credit (Repeat Presenter)</u>
Skills Stations	<u>Max 8 Credits:</u> 2 credits (Validator) 1 credit (Repeat Presentation)
Staff Meeting Attendance	3 or 5 credits: 3 Credits for 70% attendance + 5 Credits for 100%
Membership in Councils/Committees	<u>Max 8 Credits:</u> 5 Credits for facilitator, co-facilitator, or secretary 3 Credits for Unit Council/Project
Unit Skin Team	4 Credits – Leader with at least 75% attendance



Employer

May 13, 2026
Page 3 of 7

California Nurses Association


AMENDED TENTATIVE AGREEMENT

Part of Full Tentative Agreement
Replaces Tentative Agreement Dated January 23, 2026

	2 Credits – Member with at least 50% attendance
Evidence Based Practice Project	6 credits (Project Lead or Co-Lead) 3 credits (Team Member)
IRB Research completed this year	7 Credits for Med Ctr wide use PI for project 5 Credits (unit specific) co-Investigator
Special Assignments	4 Credits (Project Lead) 2 Credits (Team Member) 2 Credits (Super User) 2 Credits (Professionalism Program)
Unit Based Performance Improvement Projects	6 Credits (Lead or Co-Lead) 2 Credits (Team Member)
Mentor	Max 15 Credits: 5 Credits (Formal mentorship of new employee to unit) 5 Credits (Mentor of Council or Committee)
PPC Role	3 Credits
Precepting – Non-Exempt RNs and NPs	Max 12 Credits: New Hire: 1 Credit/Week Per new hire up to max 6 Student RN/NP: 2 Credits for each 60 Hours
Precepting – Exempt RNs and NPs	Max 16 Credits: New Hire: 2 Credits/Week Student RN/NP: 2 Credits for each 60 Hours

**Ongoing Professional Development
(Level 1 - 6 credits, Level 2 - 8 credits, Level 3 - 10 credits)**

Specialty Certification (area of practice)	5 credits (initial cert) 3 credits (renewal) 2 credits (active) Max of 8 credits
Advanced Training (area of practice outside job description) (i.e. CRRT/IABP/ECMO/IMPELLA/TAH/VAD)	4 credits (initial) 2 credits (renewal) 1 credit (Active)
O.R. specialties	2 credits for competency in two teams 3 credits for competency in three teams 1 credit for robotics
Master Stager	4 credits
Nurse Practitioner Advanced Training MCS (Mechanical Circulatory Support) (ECMO/Impella/VAD)	4 credits



Employer

May 13, 2026
Page 4 of 7

California Nurses Association


AMENDED TENTATIVE AGREEMENT

Part of Full Tentative Agreement
Replaces Tentative Agreement Dated January 23, 2026

	(Must maintain yearly competency and have Privileges through medical staff to care for VAD patients) Max of 8 credits
Professional Organization Membership Activity	10 credits National Officer 5 credits Local Chapter Officer 2 credits Membership
Conference Attendance	3 credits National Conference (max of 9) 1 credit/Local Conference (max of 4)
Conference Presentation	10 credits National Conference – Podium 5 credits Local Conference – Podium 5 credits Guest Lecture at University 3 credits Poster – National 3 credits Poster – Local
Community based Healthcare Activities	3 credits (organizer) 1 credits (activity and event)
Professional Publications	10 credits (author published w/ 1 yr) 5 credits (revision/reviewer of publication)
Professional Nursing Organization Nursing Award	5 credits (national, statewide, local)
DAISY Award	5 credits
KMC Nurse Week or Employee of the Month	5 credits
Certified Translator	5 credits
Pursing BSN/MSN Degree	1 credits per-enrolled class 2 credits per enrolled class for MSN 2 credits per enrolled class for DNP or PhD in Nursing

Management of Program

1. All applicants must apply to the program. Includes all RN not in a manager or Director Level.
2. ALL applicants must have received a performance rating of 3.0 (meets expectations) or higher on last evaluation for the year ending the prior September 30th, or have completed a 60 day action plan.
3. Manager must validate supporting documentations.
4. ALL applicants must submit professional portfolio to the Career Advancement Program Committee.
5. Applicants submit copies of degrees held and current certifications.
6. Applicants must submit support criteria (if applicable to the level applied for)
 - a. Clinical expertise
 - b. Professional accomplishments



Employer

May 13, 2026
Page 5 of 7

California Nurses Association

AMENDED TENTATIVE AGREEMENT

Part of Full Tentative Agreement
Replaces Tentative Agreement Dated January 23, 2026

- c. Professional contributions
 - d. Educations and certification
 - e. Organizational contributions
7. Applicants must have no official disciplinary action greater than a written warning in the last 12 months prior to February of each year.
 8. Applicants must submit an annual portfolio to committee to maintain ladder from prior year. Portfolio must contain exemplars for each element of performance.
 9. To qualify for a particular level on Clinical Ladder, applicant must have minimum number of credits required in each category to obtain that level.
 10. Nurse applicants are encouraged to submit portfolio applications by November 1 to allow the Clinical Ladder Committee to review and provide recommendations if necessary and allow the nurse applicant to meet the level applied for.
 11. When the applicant submits a portfolio prior to December 1 and the applicant does not qualify for the applied level, the Committee will notify the applicant no later than December 15. The applicant may request a meeting with the Clinical Ladder Committee to review the portfolio. All additional documentation must be received by December 31 at 5:00 p.m.

E. SHIFT DIFFERENTIALS

[Current Language]

F. WEEKEND DIFFERENTIAL

[Current Language]

G. NURSE LEAD /RELIEF CHARGE/LEAD DIFFERENTIAL

[Current Language]

H. PRECEPTORS

[Current Language]

I. STAND-BY/ON-CALL AND CALL-BACK PAY

[Current Language]

J. REPORT PAY

[Current Language]

K. UNIFORMS

When the Employer requires a Registered Nurse to wear a uniform as a condition of employment, such uniform will be provided and maintained by the Employer. The term "uniform" herein means apparel of distinctive design and/or color (i.e., not white). Uniforms will be exchanged [in the manner set forth below](#) if irreparably damaged in the course of the Registered Nurse's work. All Registered Nurses shall receive a gift card [or equivalent voucher](#) every other year in the following amounts:

12-hour Shift RNs: Full-time - \$110; Part-time - \$80; Per Diem - \$50



Employer

May 13, 2026
Page 6 of 7

California Nurses Association

AMENDED TENTATIVE AGREEMENT

Part of Full Tentative Agreement
Replaces Tentative Agreement Dated January 23, 2026

10-hour Shift RNs: Full-time - \$145; Part-time - \$115; Per Diem - \$50

8-hour Shift RNs: Full-time - \$170; Part-time - \$115; Per Diem - \$50

Registered Nurses required to wear a white lab coat as their uniform will receive a gift card in the same amounts and frequencies as above.

Exchange Process: In addition to their bi-annual allotment, a Nurse may request a credit to replace any required uniform item which, through no fault of the Nurse, is irreparably damaged during their course of employment beyond normal wear-and-tear. The damaged item must be returned to the Employer for replacement credit in such circumstance. The Employer will not unreasonably deny such requests.

- L. SEVERANCE PAY**
[Current Language]
- M. NEW CLASSIFICATIONS AND JOB DESCRIPTIONS**
[Current Language]
- N. ECMO DIFFERENTIAL AND ESB**
[Current Language]
- O. OR CARDIAC DIFFERENTIAL**
[Current Language]
- P. MODIFICATION OF PRACTICES**
[Current Language]



For The Employer
PATRICK ZVARA

By _____
Date 5/13/26

For California Nurses Association

By _____
Date _____