

# AMENDED TENTATIVE AGREEMENT

Part of Full Tentative Agreement  
Replaces Tentative Agreement Dated October 3, 2025

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## ARTICLE 16 – HOLIDAYS

### A. HOLIDAY DIFFERENTIAL FOR WORK ON HOLIDAYS

[Current Language]

### B. ELIGIBILITY FOR HOLIDAY DIFFERENTIAL

[Current Language]

### C. PAID HOLIDAY TIME OFF

[Current Language]

### ~~D. HOLIDAY SELF-SCHEDULING – THROUGH DECEMBER 29, 2021~~

~~The Employer will continue the Holiday Self-Scheduling currently practiced, as laid out below, through December 29, 2021.~~

~~The Employer will post allotted shifts for the upcoming Group 1 and Group 2 holidays below by August 1st of each year. Registered Nurses will schedule themselves for the allotted shifts no later than August 30th. Final holiday schedules will be posted no later than September 15th.~~

~~The Employer will post allotted shifts for the upcoming Group 3 holidays below by December 1st of each year. Registered Nurses will schedule themselves for the allotted shifts no later than January 15th. Final holiday schedules for Group 3 will be posted no later than February 1st.~~

Group 1	Group 2	Group 3
Thanksgiving	Day After Thanksgiving	Presidents Day
Christmas	Christmas Eve	Memorial Day
New Year's Day	New Year's Eve	Independence Day
		Labor Day

~~1. Registered Nurses will be granted holidays off based on patient care needs, by rotation on a first come, first served basis. Should more than one Registered Nurse request the same holiday off, prior holidays worked and then seniority by rotation will prevail.~~

### ~~2. Holiday Requirements~~

~~Full Time and Part Time Registered Nurses will be required to schedule one (1) Group 1 holiday, (1) Group 2 holiday and one (1) Group 3 holiday each year with the exception of Ambulatory Care areas who are required to select only one (1) holiday from Group 2 and two (2) holidays from Group 3.~~

  
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~~Per Diem Registered Nurses will be required to schedule one (1) holiday from Group 1 or Group 2 and one (1) holiday from Group 3 each year.~~

- ~~3. In the event more Registered Nurses are required than scheduled to work on days falling just before or just after the holidays listed in this Agreement, or on other non-premium pay holidays commonly celebrated (including but not limited to Easter Sunday, Mother's day, Father's day, Halloween, Super Bowl Sunday, etc.) these days will be assigned/scheduled in reverse seniority, by rotation.~~
- ~~4. At the time the holiday schedule is posted, a sign-up list will be posted for Registered Nurse cancellation requests. Registered Nurses wishing to be considered for holiday cancellation must sign the cancellation list prior to the holiday. In the event there are more Registered Nurses scheduled to work or stand-by in a holiday schedule than are necessary to staff the unit/department on a designated holiday, cancellation(s) shall be made based on seniority, by rotation, canceling volunteers from the cancellation list first and subject to the operational needs of the Employer.~~

## E.D. ~~HOLIDAY SELF SCHEDULING—BEGINNING DECEMBER 30, 2021~~

For in-patient areas and for those out-patient areas that ~~have historically~~ previously utilized ~~the a~~ self-scheduling process ~~identified in Section D. above~~, the Employer will ~~implement~~ continue holiday scheduling, as laid out below, ~~beginning on December 30, 2021~~.

1. Except as provided below, Registered Nurses will not be scheduled to work on a designated holiday.
2. Assuming more than three (3) Registered Nurses are in the unit, the Hospital will schedule bargaining unit Registered Nurses within a department/unit and shift to work on the following designated holiday according to ABC rotational system, as follows:

	<del>2028</del> <u>2, 2025</u>	<del>2026 &amp; 2029</del> <u>3</u>	<del>2027</del> <u>4</u>
"A" Rotation	New Year's Eve, New Year's Day, & Labor Day	Christmas Eve, Christmas Day, & Independence Day	Thanksgiving Day, Day After Thanksgiving & Memorial Day
"B" Rotation	Thanksgiving Day, Day After Thanksgiving & Memorial Day	New Year's Eve, New Year's Day, & Labor Day	Christmas Eve, Christmas Day, & Independence Day
"C" Rotation	Christmas Eve, Christmas Day, & Independence Day	Thanksgiving Day, Day After Thanksgiving & Memorial Day	New Year's Eve, New Year's Day & Labor Day

- a. Although Christmas Eve and New Year's Eve are not recognized Holidays for differential purposes, for Registered Nurses' advance planning purposes as



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well as scheduling purposes, they are listed here. Accordingly, Registered Nurses will not be required to work Christmas Eve or New Year's Eve when those days are not in their rotation.

3. In a department/unit within a shift with three (3) or fewer Registered Nurses, holiday scheduling shall be determined by seniority then by rotation in the same manner rotations are determined in Article 14(B)(6).
4. Following the effective date of this Agreement, each Registered Nurse will remain on ~~the~~ ~~be provided an opportunity to bid for which~~ holiday rotation they are currently ~~on~~ ~~into which they wish to be placed beginning on December 30, 2021, and such bids will be honored in seniority order.~~ Once a Registered Nurse has been placed into a holiday rotation, he/she will remain in that rotation unless or until he/she changes position and/or shift. Each of the three (3) rotations will contain a balanced number of Registered Nurse. Should an adjustment to balance be necessary that cannot be resolved through attrition, the parties shall meet to resolve the problem by mutual agreement. If the Employer opens a new unit or department, Registered Nurses assigned to that unit will bid on their holiday rotation in order of seniority.
5. When a new Registered Nurse is hired into department/unit and/or shift, the Registered Nurse will be assigned into the holiday rotation schedule of the former Registered Nurse, or if a new position, the Hospital will assign such Registered Nurse into one (1) of the three (3) holiday rotations with the intention of maintaining a balanced number of Registered Nurses in each holiday rotation. When a Registered Nurse transfers into a department/unit and/or shift, the Registered Nurse will be assigned into a holiday rotation schedule of the former employee.
6. In the event there are more Registered Nurses scheduled to work in a holiday rotation than are necessary to staff the unit on a designated holiday, such Registered Nurses may request to be scheduled off. Requests to be scheduled off shall be awarded on the basis of seniority and then by date of hire.
7. In the event more Registered Nurses are required than scheduled to work on days falling just before or just after the holidays listed in this Agreement, or on other non-premium pay holidays commonly celebrated (including but not limited to Easter Sunday, Mother's day, Father's day, Halloween, Super Bowl Sunday, etc.) these days will be assigned/scheduled in reverse seniority, by rotation.



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8. At the time the holiday schedule is posted, a sign-up list will be posted for Registered Nurse cancellation requests. Registered Nurses wishing to be considered for holiday cancellation must sign the cancellation list prior to the holiday. In the event there are more Registered Nurses scheduled to work or stand-by in a holiday schedule than are necessary to staff the unit/department on a designated holiday, cancellation(s) shall be made based on seniority, by rotation, canceling volunteers from the cancellation list first and subject to the operational needs of the Employer.
9. Scheduled holiday shifts may be traded pursuant to Subsection F.

**F.E. PER-DIEM HOLIDAY SCHEDULING**

[Current Language]

**F. CREDIT FOR WORKING HOLIDAYS**

[Current Language]

**G. PAID PERSONAL HOLIDAY**

Provided the Employer continues to offer non-represented employees a Paid Personal Holiday, to be used on Juneteenth or another day of the employee's choosing, the Employer will continue to offer that Paid Personal Holiday for Registered Nurses on the same basis as non-represented employees, subject to the Scheduling Time Off terms of Article 14, Section B.

  
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For The Employer

PATRICK ZVACA  
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By

5/13/26  
\_\_\_\_\_  
Date

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For California Nurses Association

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By

\_\_\_\_\_  
Date