

# TENTATIVE AGREEMENT

Part of Full Tentative Agreements to Articles: 8, 13, 15, 19, 31; and Appendices: B, NPs, and RN Educators

## ARTICLE 19 – LEAVES OF ABSENCE

### A. UNPAID LEAVES OF ABSENCE

Registered Nurses will be eligible for the following unpaid leaves as provided by law and by University policy as of the date of ratification of this Agreement: California Military Spouse Leave, Family Care and Medical Leave, Judicial Proceedings Leave, Medical Leave of Absence, Military Leave, Personal Leave, Pregnancy-Related Medical Leave, [Reproductive Loss Leave](#), Religious Holidays, School Activities Leave, and Victims of Domestic Violence and Sexual Assault Leave. A copy of the Family Care and Medical Leave Policy and Medical Leave of Absence Policy [can be found on the Employer's HR Portal, currently located at https://policy.usc.edu/fmla-cfra](https://policy.usc.edu/fmla-cfra) and <https://policy.usc.edu/unpaid-accommodated-medical-leave>. ~~will be included as an appendix to this Agreement.~~

### B. ASSOCIATION LEAVE

[Current Language]

### C. JURY DUTY LEAVE

[Current Language]

### D. BEREAVEMENT LEAVE

In the event of a death in the immediate family, a Registered Nurse who has completed at least ninety (90) calendar days of service will be allowed ~~unpaid bereavement time off, up to a total of five~~ ~~three (53)~~ ~~scheduled days off with pay (to a maximum of twenty-four (24) hours); immediately following the death, to arrange or attend the funeral.~~ [Registered Nurses may be required to furnish satisfactory evidence to support the leave.](#) Bereavement Leave must be taken within the ~~three~~ ~~seven (37)~~ ~~month~~ ~~day~~ period following the death. In the event of extenuating circumstances, bereavement leave may be taken at a later date. Cases will be decided on a case by case basis by the Chief Human Resources Officer or his/her designee.


1. An employee may take paid time off for bereavement related to the death of a family member (for example: spouse, domestic partner, significant other, child, parent, sibling, stepbrother or stepsister, stepchild, stepfather or stepmother, grandparent, grandchild, niece or nephew, son-in-law or daughter-in-law, mother-in-law or father-in-law, sister-in-law or brother-in-law, aunt or uncle) or as consistent with University policy.

2. **Paid Bereavement Time Off.**

~~The Full Time and Part Time~~ Registered Nurses will be paid his/her base hourly rate for ~~up to three (3)~~ ~~each of the~~ scheduled shift(s) missed (up to twenty-four (24) hours) [for each qualifying bereavement leave. Registered Nurses may use accrued and available Vacation or Sick time for any additional unpaid bereavement leave days and may be required to furnish satisfactory evidence to support the leave.](#)

3. **Use of Paid Time Off**

At the Employer's discretion, an additional bereavement day(s) may be granted ~~beyond three (3) days~~ and will be used from the Registered Nurse's accrued Vacation, [Sick](#), Holiday, or Winter Recess hours.

  
Employer

January 23, 2026  
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California Nurses Association

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**E. TERMINATION DURING LEAVE OF ABSENCE**

[Current Language]

**F. REDUCTION IN FORCE**

[Current Language]

**G. PHYSICAL EXAMINATIONS**

[Current Language]

**H. REGISTERED NURSE RESPONSE NETWORK**

If a Registered Nurse wishes to provide assistance to victims of future natural disasters and other emergencies, the Registered Nurse may apply for an unpaid personal leave of absence in accordance with the Leaves of Absence provision of this Agreement, not to exceed 30 days. If approved, the Registered Nurse may utilize accrued and available Paid Time Off for any portion of this leave.


The Union will provide all training and will be responsible for all logistics, coordination with local authorities, transportation, meals and lodging as well as any liability associated with any such volunteer activities.

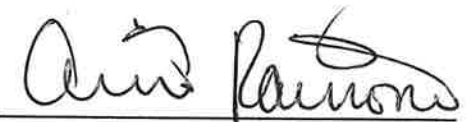
The Medical Center will make reasonable efforts to accommodate Registered Nurses who wish to take volunteer assignments with the Registered Nurse Response Network. However, the Parties agree that the primary concern shall remain the patients and operations of the Medical Center. Accordingly, the Medical Center shall have full and complete discretion to determine whether or not grant such leave, including, but not limited to, the length of leave and the number of Registered Nurses on Registered Nurse Response Network Leave at any given time.

No Registered Nurse shall use the granting of leave under this provision for any purpose other than as provided in this provision.

**~~APPENDIX D – FAMILY CARE AND MEDICAL LEAVE (FCML) (UNPAID)~~**

[Delete Appendix D – Incorporated into Article 19]

  
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For The Employer  
PATRICK ZVACKA  
\_\_\_\_\_  
By  
1/23/26  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
For California Nurses Association  
ARIN RAINONE  
\_\_\_\_\_  
By  
1/23/26  
\_\_\_\_\_  
Date