


TENTATIVE AGREEMENT

ARTICLE 22 – SUBCONTRACTING

The Employer may subcontract all or part of any operation performed by Registered Nurses. Where such subcontracting would displace a Registered Nurse, the Employer shall provide the Association with ~~thirty-sixty~~ (360) day's prior notice of its decision to subcontract so that the Association can discuss the effects of such subcontracting. In the event that the subcontracting of any operation would result in the displacement of twenty (20) or more Registered Nurses, the Employer will require any subcontracting entity to offer employment to the affected Registered Nurses and to maintain their current rate of pay for a period of not less than ninety (90) days.

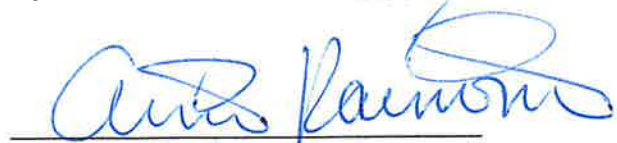
FOR THE EMPLOYER



By: Patrick Zvaca

Date: 6/5/25

FOR CALIFORNIA NURSES ASSOCIATION



By: Arin Kainone

Date: 6/5/25

**ARTICLE 22 – SUBCONTRACTING – THE UNION ACCEPTS THE HOSPITAL’S PROPOSAL
DATED 5/27 – TA 6/5/2025**

1. The Employer may subcontract all or part of any operation performed by Registered Nurses. Where such subcontracting would displace a Registered Nurse, the Employer shall provide the Association with ~~sixty (60)~~ ~~ninety (90)~~ ~~thirty (30)~~ days prior notice of its decision to subcontract so that the Association can discuss the effects of such subcontracting. In the event that the subcontracting would result in the displacement of ~~ten (10)~~ ~~twenty (20)~~ or more Registered Nurses, the Employer will require any subcontracting entity to offer employment to the affected Registered Nurses and to maintain their current rate of pay for a period of not less than ninety (90) days.

For CNA:

Auter Raymond

JA 6/5 @ 3pm

**ARTICLE 22 – SUBCONTRACTING – THE UNION ACCEPTS THE HOSPITAL’S PROPOSAL
DATED 5/27 – TA 6/5/2025**

1. The Employer may subcontract all or part of any operation performed by Registered Nurses. Where such subcontracting would displace a Registered Nurse, the Employer shall provide the Association with sixty (60) ~~ninety (90)~~ ~~thirty (30)~~ days prior notice of its decision to subcontract so that the Association can discuss the effects of such subcontracting. In the event that the subcontracting would result in the displacement of ten (10) ~~twenty (20)~~ or more Registered Nurses, the Employer will require any subcontracting entity to offer employment to the affected Registered Nurses and to maintain their current rate of pay for a period of not less than ninety (90) days.

For CNA:
Aunt Raymond
TA 6/5 @ 3pm