

# TENTATIVE AGREEMENT

## ARTICLE 27 – ENTIRE AGREEMENT

The parties agree that this Agreement constitutes the entire contract between them governing wages, hours and conditions of employment of bargaining unit Registered Nurses covered during the term hereof, and settles all demands and issues on all matters subject to collective bargaining. Accordingly, except as the Agreement expressly provides for a bargaining process, the Association and the Employer expressly waive their rights during the term of the Agreement to demand negotiations upon any subject matter, whether or not such subject matter is specifically contained in this Agreement or whether such subject matter has or has not been raised or discussed by either party during the negotiations leading up to the execution of this Agreement. [This Agreement may be modified only by written agreement by the Employer and the Union and may not be modified by any oral agreement.](#)

**FOR THE EMPLOYER**

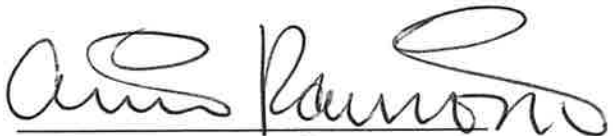


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By: PATRICK ZVARA

Date: 8/14/25

**FOR CALIFORNIA NURSES ASSOCIATION**



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By: ARIN RAINONE

Date: 8/14/25