

TENTATIVE AGREEMENT

ARTICLE 29 – TECHNOLOGY

A. Utilization of technology should support the provision of safe, therapeutic, effective care by Registered Nurses. This occurs within the structure of the nursing process, including the exercise of clinical judgment in assessment, planning, implementation, diagnosis, and evaluation in patient care, and acting as a patient advocate.

B. Technology should be utilized in a manner to safeguard patient confidentiality.

C. The Employer maintains a work environment in which technology supports the delivery of care and furthers the implementation of the nursing process defined in the Nursing Practice Act, Title 22, and the Standards of Competent Performance as defined in Title 16.

D. Technology provides information and tools to support clinical decision making as appropriate. Clinicians will maintain accountability for actual clinical decision making, including incorporating individualized patient needs, complications, and co-morbidities, as appropriate.

E. Prior to implementation, the Employer shall notify the PPC of newly introduced or novel clinical technology, including technology labeled as artificial intelligence, intended to be integrated into the nursing process in a manner which will affect the direct delivery of patient care. Nursing Management shall meet with the PPC upon request to allow the nurses an opportunity for input regarding implementation of such new technology and to hear concerns. Timely input from the PPC will be considered prior to the implementation of new technology. The parties acknowledge this section does not apply to periodic updates to existing technology, like-for-like replacements or any new technology that does not result in a substantive impact or effect on the clinical aspects of nursing practice or patient safety, nor does it apply to any pilot or trial program or other temporary use of technology. Following the Employer's implementation of new technology, the PPC may continue to provide input regarding the new technology. The Hospitals shall review and consider any input provided.

F. Following the implementation of any technology or equipment, the PPC may raise concerns, questions, or recommendations regarding the quantity, maintenance, and/or working condition of any technology or equipment it believes is impacting working conditions, patient safety, and/or quality of care through the process provided for in Article 9 Section D (5) and the Employer shall respond to any written question, suggestion, or recommendation coming out of that process within two (2) weeks of receipt.

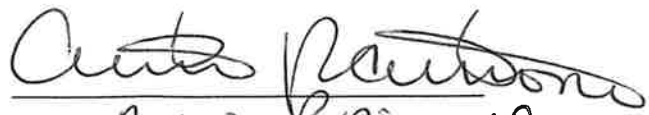
FOR THE EMPLOYER



By: Patrick ZVARA

Date: 8/14/25

FOR CALIFORNIA NURSES ASSOCIATION



By: April Rainone

Date: 8/14/25