

RATIFICATION AGREEMENT

VH
Kp
gmo.
EW
AS
EC

In a good faith effort to facilitate a new and full complete agreement, the parties agree to the following:

- Provided the bargaining unit ratifies the successor Agreement, without the Union issuing another strike notice, the Employer agrees to pay each Nurse a ratification bonus in the amount listed below, less applicable taxes and withholdings. The ratification bonus will be issued at the same time as the payment for the first full pay period following ratification.
 - Full Time Nurses: \$1,000
 - Part Time Nurses: \$750
 - Per Diem Nurses: \$250
- Keck agrees to rescind any disciplines issued and pending between March 19th, 2026 and the date of ratification related to the HealthStream remote education in exchange for the Union withdrawing its related grievances, with the understanding that the Employer maintains the right to administer remote education in accordance with its policies.
- The Union and each and every member of its bargaining committee agree to support, recommend, and affirmatively encourage ratification of the full agreement.

This Ratification Proposal, if ratified, will be binding and enforceable but will not be part of the printed collective bargaining agreement.



For The Employer

PATRICK ZUARA

By

5/13/26

Date



For California Nurses Association

By

Date