

**Letter of Agreement
Stanislaus County
And
County Nurses Association**

Whereas, Stanislaus County (County) and the County Nurses Association (CNA) entered into the current Memorandum of Understanding (MOU) on July 1, 2020; and

Whereas, the Memorandum of Understanding recognizes observed holidays under Article 16; and

Whereas, the Memorandum of Understanding under Article 16 (A) authorizes that only the immediate days of morning or a holiday declared by the President of the United States and the Governor of California will be considered County holidays in addition to the specific list of holidays already listed in the County Code; and

Whereas, President Biden on June 17, 2021, signed the Juneteenth National Independence Day Act, making Juneteenth a federal holiday in the United States; and

Whereas, California Governor Newsom on September 29, 2022, approved Assembly Bill 1655 which adds Juneteenth to the list of state holidays; and

Whereas, the County worked to bring forward an update to County Code 3.48, Holidays to the Board of Supervisors to memorialize and harmonize the treatment of Christmas Eve as a full-day holiday; and

Whereas, the Board of Supervisors amended County Code 3.48, Holidays on April 25, 2023, to include Christmas Eve (December 24th) and Juneteenth (June 19th); and

Therefore, to align the MOU with County Code 3.48, Holidays, the language in Article 16, Sections A - C will be updated as follows:

A. Only the immediate days of mourning or holidays declared by the President of the United States and the Governor of California for which Federal and State offices are closed will be considered County holidays in addition to the specific list of holidays already present in the County Code.

B. Working On A Holiday

When regular full time Nurses of the bargaining unit are required to work on the following holidays:

January 1, New Year's Day
Third Monday in January, Dr. Martin Luther King, Jr.'s Day
Third Monday in February, President's Day
Last Monday in May, Memorial Day,
June 19, Juneteenth
July 4, Independence Day
First Monday in September, Labor Day

November 11, Veteran's Day
Thursday in November designated as Thanksgiving Day
Day after Thanksgiving Day
December 24, Christmas Eve
December 25, Christmas Day

In addition to the equivalent vacation credit up to eight hours, at straight time, they shall receive time and one-half compensation for time worked. The time and one-half compensation is for work on the actual holiday only and does not apply to County observances on alternate days.

C. Holiday Time


Regular Nurses shall receive eight hours of holiday time for the above listed holidays in accordance with provision of the County Code.

All other terms and conditions remain unchanged in, Article 16 of the CNA Memorandum of Understanding.

This agreement will be finalized and effective immediately after signatures by all parties. The letter of agreement will remain effective through the term of the current MOU expiring June 30, 2024 with intent by both parties to memorialize the updated language in the subsequent MOU.

For the County:

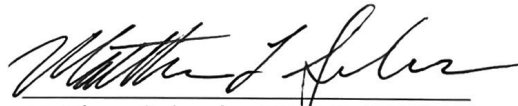
For CNA:


Jody Hayes (Jun 23, 2023 08:33 PDT)

Jody Hayes, CEO

Lynda Perino PHN III
Lynda Perino PHN III (Jun 14, 2023 12:49 PDT)

Lynda Perino, CNA Chief Nurse Representative



Matthew Schaefer, CNA Labor Representative