

**TENTATIVE AGREEMENT  
BETWEEN SAN MATEO COUNTY  
AND CALIFORNIA NURSES ASSOCIATION  
RE: 2022 SUCCESSOR MOU NEGOTIATIONS**

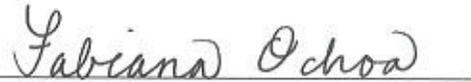
The following document contains the Tentative Agreement between the County of San Mateo (hereinafter called "County") and the California Nurses' Association ("Association") (hereinafter collectively called "the parties") on wages, hours and terms and conditions of employment. The salaries, hours, fringe benefits and working conditions set forth have been mutually agreed upon by the designated bargaining representatives of the County and the Association and will apply to all employees covered by the Memorandum of Understanding (MOU) between the County and the Association.

Upon ratification and approval, this Agreement will amend the MOU between the parties dated April 1, 2018 – December 31, 2021.

The amended MOU shall supersede all other Memoranda of Understanding and agreements between the parties. Language in the MOU between the parties not amended by this Tentative Agreement will remain unchanged. The parties agree that any and all Tentative Agreements are hereby incorporated. Any outstanding proposals not agreed to are hereby withdrawn by the parties. This Tentative Agreement is subject to ratification by Association membership and approval by the Board of Supervisors of the County of San Mateo.

FOR THE COUNTY

FOR THE ASSOCIATION



March 31, 2022

Date: \_\_\_\_\_

Date: 31 March 2022