

San Mateo County
Nurse Practitioners
Side Letter Agreement
November 19, 2012

California Nurses Association on behalf of the Nurse Practitioners and the County of San Mateo agree as follows:

In exchange for the elimination of receiving compensation for hours worked in excess of 40 per week as is currently agreed upon in the Memorandum of Understanding, Nurse Practitioners shall have exempt status under the Fair Labor Standards Act (FLSA) and will receive a 9% pay increase effective the pay period which begins following ratification of this agreement.

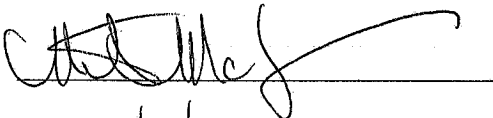
In addition, Nurse Practitioners whose FTE status is 75% or greater shall receive the equivalent of 3 hours per pay period of time placed into a bank for their use as paid time off throughout the year (78 hours). This bank will be established the first full pay-period of each fiscal year and must be used prior to the final full pay period in the fiscal year. Balances remaining at the end of the fiscal year will be forfeited with no cash value. Processes for advanced approvals for time off will not change and the Nurse Practitioners will be expected to follow established policies when requesting to use this time.

For the current fiscal year (12/13) one half of the above hours (39 hours) will be provided to each Nurse Practitioner effective the first full pay period in January 2013 provided agreement is reached by December 3, 2013. If agreement is not reached by that date, a recalculation of hours and a revised estimate of when those hours will be credited will be established. Those hours must be used by the final full pay period in June, 2013.

The above agreement will be moved into the MOU during the next regular bargaining session.

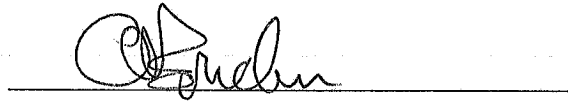
The County agrees to continue to meet and confer over any changes to productivity standards, as is current practice.

Agreed on behalf of San Mateo County

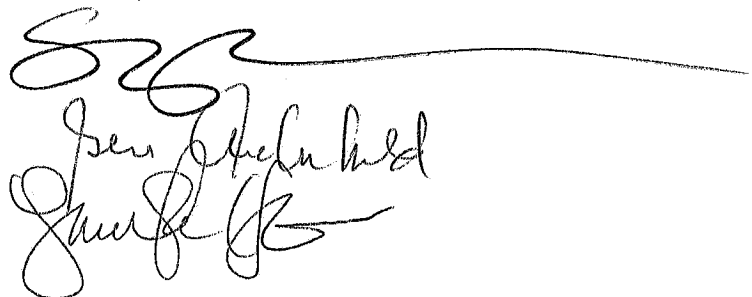


Dated: 11/19/2012

Agreed on behalf of California Nurses Association



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Jose J. Hernandez
JPH