

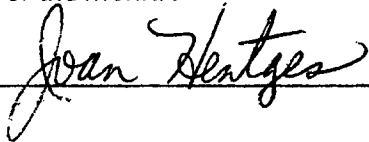
Tentative Agreement
Unit S

Exhibit 1

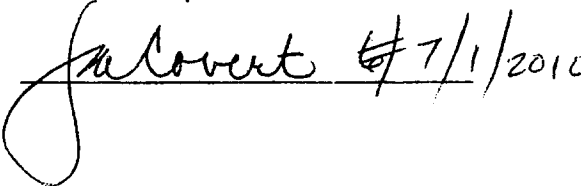
The County of Monterey and the Monterey Registered Nurses Association (Unit S) agree to recommend to their respective constituencies the following:

- 1) "Roll over" current memorandum for the MCRNA Unit S; extend the Memorandum of Understanding to June 30, 2011.
Maintain the current status quo with no changes to the current contract (S) except in dates. The County will insure that health benefits remain at the current benefit levels without enhancements or reductions. The County will insure that there are no increases to the employee for the medical, dental and vision plans except for the dates governing the term of the agreement. There are no COLAs or other wage increases for the extended MOUs.
- 2) There are no "me too" clauses;
- 3) The following side letters will continue with the contract to June 30, 2011 to the extent that the side letter applies to the Monterey County nurses:
 - a. "Limited Re-Opener NMC" side letter between County of Monterey and SEIU 521 Units H & F (Attachment #2 – December 13, 2007)
 - b. "Employee Election Official Program" side letter between County of Monterey and SEIU Local 521 Units F, J and H (Attachment #3 – February 20, 2002)
 - c. Premium Holiday (Attachment #4 – December 29, 2009)
- 4) The County agrees to drafting an MOU for the nurses association (MCRNA Unit S) consistent with the present MOU where appropriate. The re-drafted MOU will be cost-neutral from the current MOU.

For the MCRNA



For the County



June 11, 2010