



Legislation Details (With Board Report)

File #: A 13-072 **Name:** Approve Unit S MOU Registered Nurses for July 1, 2012 through December 31, 2013

Type: BoS Agreement **Status:** Passed

File created: 5/8/2013 **In control:** Board of Supervisors

On agenda: 5/21/2013 **Final action:** 5/21/2013

Title: Approve the Memorandum of Understanding (MOU) for Registered Nurses Unit S for July 1, 2012 through December 31, 2013. (REVISED VIA CORRECTIONS)

Sponsors:

Indexes:

Code sections:

Attachments: 1. Unit S_FINAL_MOU_3_25_13, 2. Completed Board Order

Date	Ver.	Action By	Action	Result
5/21/2013	1	Board of Supervisors	approved	

Approve the Memorandum of Understanding (MOU) for Registered Nurses Unit S for July 1, 2012 through December 31, 2013. (REVISED VIA CORRECTIONS)

RECOMMENDATION:

It is recommended that the Board of Supervisors approve the Memorandum of Understanding (MOU) between Monterey County Registered Nurses Association Unit S and the County of Monterey covering the time period of July 1, 2012 through December 31, 2013.

SUMMARY:

The MOU has been finalized between Monterey County ~~Resisted~~ Registered Nurses Association (MCRNA) Unit S and the County of Monterey and is submitted for approval by the Board of Supervisors. The MOU covers the period from July 1, 2012 through December 31, 2013.

DISCUSSION:

On Thursday, April 4, 2013, MCRNA, representing the Registered Nurses of Monterey County, ratified a MOU between the County of Monterey and MCRNA. The negotiated terms and conditions were rolled into the existing contract that is now submitted for approval.

The Unit S MOU provides for rolling their existing floating holiday and education differential for advanced degrees into the base salary of unit members, providing certification pay for unit members who obtain and maintain specific certifications, a one-time signing rebate, the addition of a Sick Leave Bonus, revisions to existing benefits such as the Professional Development Stipend, the vacation accrual tiers and the vacation/Paid Time Off buy-back provision. The Unit S MOU also eliminates the education differential pay for advanced degrees for all new hires, removes the inclusion of the Paid Time Off-Sick Leave from the overtime calculation

and adds language to codify the Public Employees' Pension Reform Act savings.

OTHER AGENCY INVOLVEMENT:

Management at Natividad Medical Center, the Health Department and Monterey County ~~Resisted~~ Registered Nurses Association contributed to the development of this MOU as presented.

FINANCING:

All modifications to the MOU have resulted in what we believe will be a neutral cost to the County for FY 13/14.

Prepared by:

Approved by:

Brette Neal
Senior Personnel Analyst

James E. May
Director of Human Resources

Date: May 7, 2013

Attachment: MOU for Unit S

cc: Lew Bauman, County Administrative Officer
Ray Bullick, Director of Health Department
Harry Weiss, CEO of Natividad Medical Center
Jan Holmes, Deputy County Counsel
Larry Katz, Monterey County Registered Nurses' Association