

2021 Anniversary Negotiations between
Rady Children's Hospital-San Diego (RCHSD)
and United Nurses of Children's Hospital (UNOCH)

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is between Rady Children's Hospital San Diego and United Nurses of Children's Hospital, Teamsters Local 1699 (the "Parties").

During the 2021 anniversary negotiations for a collective bargaining agreement ("Agreement"), the Parties discussed 403b contributions for bargaining unit employees.

The Parties have agreed to this MOU in consideration of their discussion.

RCHSD and UNOCH's officers and designees will meet during the term of the Agreement and RCHSD will present information concerning the retirement benefit plans that are available to bargaining unit employees, including the 403b Plan. Specifically, information will be presented regarding the process necessary to cost out increases to RCHSD's match and non-elective contributions set forth in Article XVIII. During the Agreement, RCHSD will provide to UNOCH such requested information as is relevant and necessary for future bargaining concerning 403b contributions for bargaining unit employees.

On Behalf of RCHSD:

By: 
Lesley Ann Carlson

On Behalf of UNOCH:

By: 
Katie Langenstrass

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RCHSD's Proposal Presented June 30, 2021

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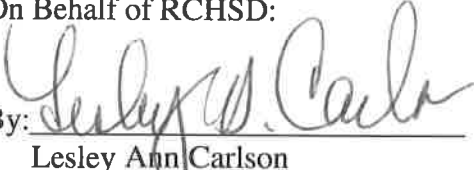
This Memorandum of Understanding ("MOU") is between Rady Children's Hospital San Diego and United Nurses of Children's Hospital, Teamsters Local 1699 (the "Parties").

During the 2021 anniversary negotiations for a collective bargaining agreement ("Agreement"), the Parties discussed the impact of the unprecedented COVID-19 pandemic on nurses in connection with sick call incidents.


The Parties have agreed to this MOU in consideration of their discussion and their mutual desire to address the impact of the pandemic on sick call incidents.

Specifically, the Parties agree that sick call incidents incurred prior to June 27, 2021, shall not be used for progressive discipline following ratification of the parties' Agreement resulting from the 2021 negotiations.

On Behalf of RCHSD:

By: 
Lesley Ann Carlson

On Behalf of UNOCH:

By: 
Katie Langenstrass