

SIDE LETTER

**Between
Stanford Health Care
And
CRONA**

**Re Temporal Scope of Attendance and Pre-Approved Vacation and Education Days
Policies Side Letter
2019**

Stanford Health Care (“Hospital”) and CRONA enter into this Side Letter in order to address a dispute that arose during the preparation of the final version of their 2019 – 2022 Agreement.

In their April 29, 2019 Tentative Agreement, the Parties agreed to “[a]dopt changes to extend term of Side Letter, as included in CRONA’s January 24, 2019 proposal” with respect to the Parties’ Side Letter Re Attendance and Pre-Approved Vacation and Education Days Policies (“Side Letter re Policies”). Based on this agreement, CRONA asserts that the language of the Side Letter re Policies should read as follows:

Stanford Health Care and CRONA have agreed as follows:

1. The Hospital shall not change the points definitions in Sections III(C) and (D) or Section V(B)(“Standards – Including Adjustments for FTE Commitment and Length of Shift Differences”) of the Hospital’s Attendance Policy provided, however, that the parties have agreed to changes to the Attendance Policy provided to CRONA by the Hospital on March 22, 2019; and
2. In conjunction with their 2016 – 2019 negotiations, the Hospital proposed changes to its current Pre-Approved Vacation Policy and its Staffing and Scheduling Guidelines (“Guidelines”), and CRONA commented and proposed revisions. The Hospital has agreed to adopt the revised policies, pursuant to its standard protocols related to the adoption of policies. The revised Pre-Approved Vacation Policy has been re-titled as the Pre-Approved Vacation and Pre-Approved Education Days Policy (“Pre-Approval Policy”).
3. The Hospital shall not change the following:
 - a. The order of scheduling in Section II(M)(1-5) of the Pre-Approval Policy and in Section II(A)(1)(1 – 5) of the Scheduling Guidelines;
 - b. The number of weeks that may be used for Pre-Approved Vacation and the number of hours that may be used for Pre-Approved Education set forth in Section II(G) of the Pre-Approval Policy; and
 - c. The authorization to submit pre-approved education days and pre-approved vacation days up to one year in advance set forth in Section III(1)(a and b) in the Pre-Approval Policy.
4. Except as limited herein and by the Agreement, the Hospital may modify its Attendance Policy, Pre-Approval Policy, and Guidelines.

In contrast, the Hospital asserts that the language of the Side Letter re Policies should read as follows:

In conjunction with their 2016 – 2019 and 2019 – 2022 negotiations, Stanford Health Care and CRONA have agreed as follows:

1. During the term of the 2019 – 2022 Agreement, the Hospital shall not change the points definitions in Sections III(C) and (D) or Section V(B) (“Standards – Including Adjustments for FTE Commitment and Length of Shift Differences”) of the Hospital’s Attendance Policy provided, however, that the parties have agreed to changes to the Attendance Policy provided to CRONA by the Hospital on March 22, 2019; and
2. In conjunction with their 2016 – 2019 negotiations, the Hospital proposed changes to its current Pre-Approved Vacation Policy and its Staffing and Scheduling Guidelines (“Guidelines”), and CRONA commented and proposed revisions. The Hospital has agreed to adopt the revised policies, pursuant to its standard protocols related to the adoption of policies. The revised Pre-Approved Vacation Policy has been re-titled as the Pre-Approved Vacation and Pre-Approved Education Days Policy (“Pre-Approval Policy”).
3. During the term of the 2019 – 2022 Agreement, the Hospital shall not change the following:
 - a. The order of scheduling in Section II(M)(1-5) of the Pre-Approval Policy and in Section II(A)(1)(1 – 5) of the Scheduling Guidelines;
 - b. The number of weeks that may be used for Pre-Approved Vacation and the number of hours that may be used for Pre-Approved Education set forth in Section II(G) of the Pre-Approval Policy; and
 - c. The authorization to submit pre-approved education days and pre-approved vacation days up to one year in advance set forth in Section III(1)(a and b) in the Pre-Approval Policy.
4. Except as limited herein and by the Agreement, the Hospital may modify its Attendance Policy, Pre-Approval Policy, and Guidelines.

CRONA and the Hospital recognize that a bona fide disagreement exists between them regarding the temporal scope of the Side Letter re Policies. In order to allow for the printing of the final Agreement, the Parties have agreed to address this dispute as follows:

1. CRONA’s proposed language shall be included in the final Agreement, subject to the terms of this Side Letter;
2. The Parties have reserved their respective positions regarding the appropriate language of the Side Letter re Policies; and
3. Should the temporal scope of the Side Letter re Policies become an issue when the current Agreement expires in 2022, the parties will maintain their existing positions regarding the appropriate terms of the Side Letter re Policies and will seek to resolve this dispute at that time.

SHC

CRONA