

May 4, 2016

Ms. Kathleen Theobold
Executive Director
KPNA
P.O. Box 41130
Long Beach, CA 90853

VIA FAX & CERTIFIED MAIL

RE: Modification of Article XXII-Per Diem Employees, Paragraph 2205

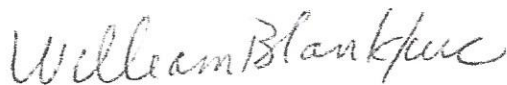
Dear Ms. Theobold:

This will confirm our agreement to modify Paragraph 2205 of the Collective Bargaining Agreement to allow per diem employees to use their service credit, up to a total of 8,000 (eight thousand) hours (from 4,000 hours) for the purpose of job bidding. Paragraph 2205 is thus modified as follows:

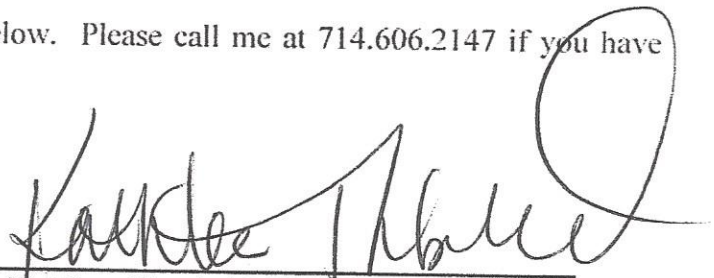
2205. Per Diem employees will accrue seniority based on actual hours worked for the purpose of job bidding only. Seniority can only be exercised at the medical center when a Per Diem has worked 2,000 hours. The Per Diem may use their service credit up to a total of 8,000 hours. When a Per Diem successfully bids into a permanent position the Per Diem's hours worked of 1,000 or more will apply towards the completion of the probationary period. Employees whose hours worked, at the time of transfer, are between 1000 and 1999 hours worked, will undergo a two (2) month probation as defined in Article VI, Paragraph 601.

If you concur with the above, please sign below. Please call me at 714.606.2147 if you have questions.

Sincerely,



William Blank
Sr. Labor Relations Representative



Kathleen Theobold
Executive Director, KPNA

DATE: 25 July 2016