

MEMORANDUM OF UNDERSTANDING
Sonoma County

The National Union of Healthcare Workers ("NUHW") and California Forensic Medical Group, Inc. (Wellpath) ("Company") are parties to a collective bargaining agreement covering employees at SonomaCounty ("CBA"). The parties hereby agree to amend the CBA as follows. All other terms of the CBA remain unchanged and in effect.

The following subsections of Article 26 (WAGES), Section 6(b) (Minimum Eligibility Criteria for the Field Training Program) will be replaced with the following language. Changes to current text are underlined.

- i. At least two (2) years of correctional healthcare experience with Employer,
- ii. Must be a full-time, part-time, or PRN employee in good standing (i.e. no attendance occurrences resulting in any active correction actions and no active disciplinary records on file),
- iii. RNs must have completed Nurse Protocol Training and Nurse experience, or equivalent,
- iv. Active CCHP Certification or the employee shall obtain CCHP Certification within six (6) months of selection for the FTP Program, and
- v. Other uniform minimum criteria as the Employer may determine during the term of this Agreement, after considering input from the employees individually, through the Labor Management Committee, or other program/avenues that allow for employee feedback and input. However, should the uniform minimum criteria be changed during the 12-month period of the award and, as a result, the employee no longer qualifies, the employee will retain the FTP award for the duration of the 12 months.

The following section of Article 26 (WAGES), Section 5 (CCHP Bonus) will be replaced with the following language. Changes to current text are underlined.

- a. An employee who is, or who becomes, a "Certified Correctional Health Professional" (CCHP) will receive an annual bonus of \$500 for full-time employees and \$250 for part-time and PRN employees.
- b. Once obtained, the employee must maintain the CCHP in good standing for the year and, at the time of the bonus payout, in order to be eligible.

As a clarification: As of August 12, 2022, employees who are currently CCHP certified will immediately receive the Bonus. Those who subsequently become certified will receive the Bonus on January 1 and each January 1 thereafter.

**NATIONAL UNION OF HEALTHCARE
WORKERS**

Abid Yahya, Director

Printed Name and Title

Abid Yahya

Signature

8/10/23

Date

**CALIFORNIA FORENSIC MEDICAL
GROUP, INC. (WELLPATH)**

Dr. Grady Judson Bazzel, President

Printed Name and Title

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Dr. Grady Judson Bazzel

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Signature

8/11/2023

Date