For factfinding settlement

SIDE LETTER

The union understands that the University sometimes hires physicians who bring with them, as a condition of employment, a RN from her/his prior place of employment. When an individual nurse has been included into the employment agreement of faculty and/or physicians, the terms and conditions of the physician’s employment agreement that specifically refer to the nurse will override the terms and conditions of the CNA agreement.

[Signatures and dates]

Gayle Cieszkiewicz  
University of California  
date

Joe Lindsay  
California Nurses Association  
date

TA 12/1/05  
12/8/05