

## **Joint Labor Management Committee**

### **Diversity, Equity, and Inclusion**

The University of California (hereinafter the “University”) and the California Nurses Association (hereinafter “CNA” or the “Association”) agree to form a systemwide Joint Labor Management Committee (hereinafter “JLMC”) to discuss the following topics including but not limited to:

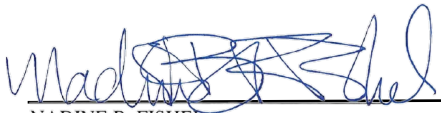
- Strategies to encourage a diverse and representative RN workforce;
  - Bargaining unit demographics;
  - Educational programs or training programs designed to assist career opportunities and advancement for historically underrepresented groups in the nursing profession;
  - Education by RNs regarding key issues in healthcare equity and social justice;
  - Addressing key issues related to public and social health and ensuring equitable and quality healthcare services for all parts of the UC community;
  - Steps taken to address racial and ethnic injustices and disparities in health outcomes and to promote and improve the delivery of culturally sensitive care in the communities we serve.
1. The JLMC shall meet at least twice per calendar year, with additional meetings scheduled by mutually agreement.
  2. **Composition of the JLMC:**
    - a. The University shall appoint two representatives from each of the five major health systems and the UC Office of the President shall have an additional three representatives.
    - b. CNA shall appoint two nurse representatives from each of the five major health systems and the Association shall have an additional three representatives.
    - c. Upon advanced notice, either party may invite additional participants to attend JLMC meetings provided their attendance is relevant to the agreed upon agenda items.
  3. **Pay Status:** Upon advanced notification, designated nurse members of JLMC shall be granted leave with pay to attend scheduled JLMC meetings, if such meetings occur during their regularly scheduled hours of work. Such leave with pay will be considered time worked.

4. **Meetings:**

- a. The parties shall mutually exchange agenda items at least one week in advance of the scheduled meetings.
- b. The parties shall mutually exchange meeting participants at least one week in advance of the scheduled meetings.
- c. Unless the parties agree to meet remotely over an electronic platform, meetings will take place at a mutually agreed upon time and location.

5. **Expiration:** This Side Letter Agreement shall sunset with the expiration of the Collective Bargaining Agreement on October 31, 2025, unless otherwise mutually agreed to by the parties.

FOR THE UNIVERSITY




---

NADINE B. FISHEL

8-16-2022

FOR THE UNION



---

July 20, 2022

Benjamin Elliott, CNA/ NNU