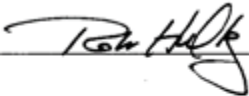


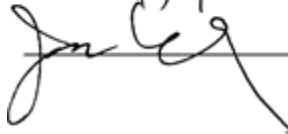
**SIDELETTER REGARDING NP CAREER LADDER FOR INTERNAL STAFF  
(APPLICABLE AT UCLA ONLY)**

The Parties recognize that Clinical Nurse II, IIIs or IVs, or Administrative Nurse Is, who receive their NP license may qualify for an NP position or may expand their scope of practice in an NP role. At UCLA, newly licensed NP shall be placed in an NP I position for 6 months under Article 2, after which s/he would advance to an NP II, except that if the NP I would result in less than a 5% salary increase, the new NP shall be placed on the NP II pay scale at the nearest step which results in at least a 5% pay increase for the RN.

Dated: 1/25/2011

 *On behalf of the University of California*

Dated: 1/25/2011

 *On behalf of the California Nurses Association*