TA 12/9/05 jl
jl

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.

Gayle Cieszkiewicz
Gayle Cieszkiewicz **date**
University of California

12/8/05 jl
Joe Lindsay **date**
California Nurses Association