

**AMENDMENT #3
2007-2010
CONSOLIDATED MEMORANDUM OF UNDERSTANDING
WITH THE
CALIFORNIA NURSES ASSOCIATION**

We agree to the changes to the terms and conditions of employment related to the Accidental Death and Dismemberment and Life Insurance articles as described below to the Memorandum of Understanding between the County of San Bernardino and the California Nurses Association - Nurses Unit and Per Diem Nurses Unit.

ACCIDENTAL DEATH AND DISMEMBERMENT

Nurses Unit

Any employee may purchase amounts of Accidental Death and Dismemberment Insurance coverage for themselves and dependents through payroll deduction according to the following schedule:

EMPLOYEE COVERAGE	DEPENDENT COVERAGE	
	SPOUSE	EACH CHILD
\$10,000	\$5,000	\$3,125
\$25,000	\$12,500	\$6,250
\$50,000	\$25,000	\$12,000
\$100,000	\$50,000	\$25,000
\$150,000	\$75,000	\$25,000
\$200,000	\$100,000	\$25,000
\$250,000	\$125,000	\$25,000

The County agrees to provide these benefits subject to carrier requirements, to be administered by the Employee Benefits and Services Division. Selection of the insurance provider(s) and the method of computing premiums shall be within the sole discretion of the County.

New employees shall become eligible to participate in these programs on the first day of the pay period following the employee's first pay period in which the employee is paid for one half plus one of their scheduled hours.

Note: All persons eligible for the foregoing programs of insurance will be covered for the insurance on the date the insurance becomes effective, or in the case where the employee is absent on the date the insurance becomes effective because of illness, the insurance will commence on the date of return to work.

LIFE INSURANCE

Nurses Unit

- (a) The County agrees to pay the premium for a term life insurance policy for each employee based on scheduled work hours according to the table below. Life insurance will become effective on the first day of the pay period following the employee's first pay period in which the employee is paid for one half plus one of their scheduled hours. For example, an employee scheduled for eighty (80) hours must be paid for a minimum of forty-one (41) hours.

Bargaining Unit	Amount of Life Insurance	
	Scheduled Hours from 40 to 60	Scheduled Hours from 61 to 80
Nurses	\$12,000	\$25,000

- (b) The County further agrees to make available to each employee a group term life insurance program wherein the employee may purchase, through payroll deductions, term life insurance in \$10,000 increment amounts to a maximum benefit of \$700,000. New employees shall become eligible to participate in these programs on the first day of the pay period following the employee's first pay period in which the employee is paid for one half plus one of their scheduled hours.
- (c) The County agrees to provide these benefits subject to carrier requirements. Selection of the insurance provider(s) and the method of computing premiums shall be within the sole discretion of the County. Note: All persons eligible for the insurance programs will be covered for the insurance on the date the insurance becomes effective, or in the case where the employee is absent on the date the insurance becomes effective because of illness, the insurance will commence on the date of return to work.

County of San Bernardino

California Nurses Association



BOB WINDLE
Assistant Director of Human Resources

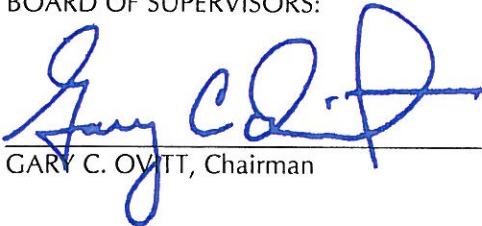
5/7/09
Date



RAQUEL RUIZ
Labor Representative

5/16/09
Date

BOARD OF SUPERVISORS:



GARY C. O'VITT, Chairman

MAY 19 2009
Date

SIGNED AND CERTIFIED THAT A COPY OF
THIS DOCUMENT HAS BEEN DELIVERED
TO THE CHAIRMAN OF THE BOARD
DENA M. SMITH
Clerk of the Board of Supervisors
of the County of San Bernardino



Bv. [Handwritten Signature]
Dena M. Smith