



**SAN JOAQUIN**  
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**FOR IMMEDIATE RELEASE**

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**San Joaquin County Reaches Tentative Contract Agreement  
with the California Nurses Association**

(Stockton, CA) – The San Joaquin County Board of Supervisors has reached a tentative contract agreement with the California Nurses Association (CNA). The provisional agreement comes at the conclusion of more than two years of bargaining sessions between the County and CNA. The last MOU expired in December 2018. If adopted by the Board, the proposed agreement would last for the period of April 20, 2021 to April 30, 2023.

CNA represents 10.7 percent of the County’s workforce or 786 employees in San Joaquin County.

“The County is pleased to announce this initial agreement with the CNA,” said Supervisor Tom Patti, Chairman of the San Joaquin County Board of Supervisors. “The terms reflect the value we place in our nurses who provide exceptional care to San Joaquin County residents. The agreement is also fiscally responsible and fair to the communities we serve.”

Elements of the tentative agreement include:

- **Base Wage/Cost of Living Adjustment:** Would provide a 4% cost of living adjustment to base salary in Year One followed by an additional 4% cost of living adjustment to base salary in Year Two.
- **Equities and Adjusted Increases:**
  - 80% of current C.N.A. members will receive 6% equity adjustments over the 24-month period for a total of a 14% increase over the agreement.
  - 10% of current C.N.A. members will receive between a 4% and 6% adjustment to base wage over the 24-month period for a total of 12-14% increase over the agreement.
- **COVID Administrative Leave Bank:** Would allow 1-hour credit for each hour of applicable leave that exceeds the cap to a maximum of 60 hours.
- **COVID Shift Pay:** Would include \$10 per hour for the first shift; \$20 per hour for the second shift; and \$30 per hour for the third shift or beyond.

The estimated 24-month cost of the CNA agreement totals approximately \$26.9 million, while ongoing costs are approximately \$16.1 million.



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“We've worked incredibly hard to get this agreement to completion and the end result will be a contract that the County can afford and is beneficial for all parties involved,” said Interim San Joaquin County Administrator Manuel Lopez. “This agreement demonstrates the value we place in our workforce and means that the County can move forward and continue to provide outstanding health care services to the community.”

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