



To: Registered Nurses Whose Positions are Represented under the California Nurses Association (CNA) Collective Bargaining Agreement

From: Human Resources

Pursuant to the decision of the Board of Directors on June 1, 2003, Palomar Pomerado Health (PPH) recognizes the California Nurses Association as the exclusive collective bargaining representative for specifically designated PPH Registered Nurses.

Membership:

As a condition of continued employment, Registered Nurses covered by the Collective Bargaining Agreement shall, within 31 days after hiring, be required to do one of the following:

1. Join, maintain and pay dues membership in the Association;
2. Choose not join the Association, but instead pay to the association a monthly service charge equivalent to his/her share of the costs incurred by the association related to collective bargaining, contract administration and grievance adjustment.
3. For reasons of a bona fide religious conviction, choose not to join the association but pay a monthly sum equivalent to association dues to a bona fide non-religious non-labor organization charitable fund of your choice, exempt from taxation under Section 501(c) of the Internal Revenue Code.

You will be invited to attend a brief meeting by a CNA representative during your nursing orientation.