

**Amendment to Memorandum of Agreement  
Between County of Ventura and California Nurses Association**

The County of Ventura (County) and the California Nurses Association (CNA) hereby agree to amend the 2020 – 2023 Memorandum of Agreement (MOA) effective March 22, 2020 as follows:

Article 13 – Annual Leave, Sec. 1317 (Natural Disaster Accrual Exception): [NEW]

Annual Leave Accumulation During a Natural Disaster: During a natural disaster, as defined in Section 1804 of the Ventura County Personnel Rules and Regulations and as declared by the Ventura County Board of Supervisors, employees shall, notwithstanding the accrual limits set forth in Sec. 1316, above, be permitted to continue to accrue annual leave hours of up to 60 hours in excess of the applicable maximum annual leave accrual limit. Such accruals in excess of the applicable maximum annual leave accrual limit may occur only during the period of the declared natural disaster and in no case shall the total number of accrued hours of any employee exceed 60 hours over the applicable maximum accrual limit, as set forth in Sec. 1316, above.

Within six months from the date of the end of the natural disaster, any employee who was permitted under this subsection to accrue annual leave hours in excess of the maximum accrual limit set forth in Sec. 1316, above, shall draw down (by use for paid time off or cash redemption pursuant to Sec. 1306, below) their accrued annual leave hours that are in excess of the maximum accrual limit set forth in Sec. 1316, above, or lose the value of all hours in excess of that maximum accrual limit.

For the County:



For CNA:

