

Side Letter Agreement
California Nurses Association
Nurses Unit & Per Diem Nurses Unit

Leave Provisions

Section 1 – Sick Leave

(i) Perfect Attendance – Regular full-time employees who do not utilize any sick leave, any leave (e.g. vacation) in lieu of sick leave or benefits in lieu of sick leave (e.g. workers' compensation, Short Term Disability partial/full integration, etc.) in pay periods 1 through 26 consecutively, (or 27 when applicable) and who do not record any sick leave without pay or absent without pay, Medical Emergency Leave, or Military Leave except to the extent as may be required by law, during those consecutive pay periods, shall be reimbursed up to a maximum of \$299 for an annual individual (employee only) health club membership. Starting with calendar year 2022, which cover hours worked in 2021, employees regularly scheduled at least seventy-two (72) hours per pay period will be eligible for Perfect Attendance. The health club membership cost must be incurred and submitted for reimbursement within a reasonable period from when it was awarded. In lieu of the reimbursement, the employee has the option of utilizing sixteen (16) hours of perfect attendance leave, no cash-out provision, from the pay period the perfect attendance leave is credited to the employee's leave balances until the end of pay period 26 (or 27 when applicable). Perfect Attendance benefits shall be prorated for employees scheduled less than eighty (80) hours per pay period. For example, an employee who is regularly scheduled 72 hours per pay period would be eligible for \$269 health club reimbursement or 14.4 hours of perfect attendance leave. Failure to utilize perfect attendance leave by pay period 26 (or 27 when applicable) shall result in forfeiture of the same.

Date Agreed: 8/1/2022

San Bernardino County

CNA



Leo Gonzalez
Deputy Director/Labor Relations Chief



Print & Sign