

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

Leave Provisions

Language to be included in successor MOU

Section 4 - Holiday Leave

(a) Fixed Holidays – All employees in regular positions shall be entitled to the following holidays:

January 1 st	Second Monday in October
Third Monday in January	November 11 th
Third Monday in February	Thanksgiving Day
Last Monday in May	Day after Thanksgiving
<u>June 19th</u>	December 24 th
July 4 th	December 25 th
First Monday in September	December 31 st

(h) Per Diem Nurses Double Time Incentive Pay – All employees covered in this unit shall be paid twice the base hour rate for hours worked on the following designed days:

January 1 st	November 11 th
Easter	Thanksgiving Day
Last Monday in May	Day after Thanksgiving
<u>June 19th</u>	December 24 th
July 4 th	December 25 th
First Monday in September	December 31 st

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MODIFIED BENEFIT OPTION

Section 3 – Benefits and Leave

(3) Working on Holiday Pay: Employees who select the MBO shall not accrue any holiday leave, but shall be paid twice their base hourly rate for all hours actually worked on the following holidays:

January 1 st	Thanksgiving Day
Last Monday in May	Day after Thanksgiving
<u>June 19th</u>	December 24 th
July 4 th	December 25 th
First Monday in September	December 31 st
November 11 th	

Holiday/Double-Time Hours for the purposes of these above designated days will begin at 7:00 a.m. on the applicable designated day and end at 7:30 a.m. the following day. Time worked on these days shall be considered as hours worked for the purposes of computing overtime.

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Nurses who are called in to add hours or extend their shift on the days designated above due to need shall have those additional hours paid at double time, provided such added or extended hours fall on one of the days designated above.

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Date Agreed: *March 23, 2022*

San Bernardino County

CNA

Leo Gonzalez

Leo Gonzalez
Deputy Director/Labor Relations Chief

Yvette L. Lopez
YVETTE L. LOPEZ
Print & Sign