

**SIDE LETTER
CONTINUATION OF COVID INCENTIVE DIFFERENTIALS
County of San Bernardino
and
California Nurses Association**

COVID EXTRA SHIFT INCENTIVE

Nurses Unit and Per Diem Nurses Unit

The County agrees to provide eligible registered nurses assigned to Arrowhead Regional Medical Center an extra shift incentive. Eligible registered nurses include nurses in inpatient assignments, Emergency Department, Trauma Unit, Dialysis, G.I. Lab, and Cardiac Care Unit, but excluding nurses who work in the Behavioral Health Unit and in non-inpatient areas such as case management, clinics, employee health, etc. For Nurses Unit employees, an extra shift is defined as a shift that the nurse was not regularly scheduled to work during a pay period. For Per Diem Nurses Unit employees, an extra shift commences once a nurse has exceeded 6 scheduled shifts during a pay period. Nurses who work said extra shift shall receive a differential of \$15.00/hour for all hours actually worked during that extra shift, effective the pay period beginning January 2, 2021.

If a nurse calls off one of his/her regularly scheduled shifts (e.g. personal reasons), calls in sick, or takes an educational day for one of their regularly scheduled shifts in a pay period where they also have worked an incentivized extra shift, the nurse will no longer be eligible for the extra shift incentive for any of the extra shifts worked during that pay period. However, nurses who take pre-scheduled vacation leave, holiday leave, compensatory time, and PTO for non-sick leave purposes, and work an extra shift shall be eligible for pay for the extra shift incentive.

This extra shift incentive will sunset no later than June 4, 2021.

COVID-19 RETENTION INCENTIVE DIFFERENTIAL

Nurses Unit and Per Diem Nurses Unit

Employees in the Nurses Unit in inpatient assignments, Emergency Department, Trauma Unit, Dialysis, G.I. Lab, and Cardiac Care Unit, but excluding nurses who work in the Behavioral Health Unit and in non-inpatient areas such as case management, clinics, employee health, etc. shall be eligible for a temporary retention incentive differential of \$500 per pay period beginning January 2, 2021 for a minimum of three (3) pay periods. The County shall have the discretion to continue this retention incentive, after the three (3) pay period increments, in all or some units/assignments designated by ARMC and in an amount up to \$500 per pay period for nurses in such designated units/assignments.

Per diem nurses in inpatient assignments, Emergency Department, Trauma Unit, Dialysis, G.I. Lab, and Cardiac Care Unit, but excluding nurses who work in the Behavioral Health Unit and in non-inpatient areas such as case management, clinics, employee health, etc. shall be eligible for a prorated differential based on average hours worked in the pay period.

Employees eligible for the differential shall not receive the differential during a leave of more than a full pay period (e.g., sick, vacation for sick leave purposes, etc.).

This COVID-19 retention incentive shall sunset no later than June 4, 2021. Once a unit/assignment is no longer eligible for the incentive, employees in such units will stop receiving the retention incentive beginning the pay period after it is no longer eligible.

Date Agreed: 12/30/2020

County



California Nurses Association

