

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

COVID EXTRA SHIFT INCENTIVE

The County agrees to provide eligible registered nurses assigned to Arrowhead Regional Medical Center an extra shift incentive. 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 and which also requires the nurse to care for a COVID-19 patient. For Per Diem Nurses Unit employees, an extra shift commences once a nurse has exceeded 6 scheduled shifts during a pay period and which also requires the nurse to care for a COVID-19 patient. A "COVID patient" for purposes of this agreement shall mean an admitted patient (including those patients in the ED tents) who is a person under investigation (PUI) or is confirmed positive for the coronavirus. Nurses who work said extra shift shall receive a differential of \$7.50/hour for all hours actually worked during that extra shift.

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 to care for a COVID patient shall be eligible for pay for the extra shift incentive.

This extra shift incentive will sunset on June 4, 2021 unless extended by mutual agreement of the parties.

COVID-19 RETENTION INCENTIVE DIFFERENTIAL

Nurses Unit and Per Diem Nurses Unit

Employees in the Nurses Unit who are regularly assigned or regularly float to a COVID-19 unit (includes ED Tents), as designated by Arrowhead Regional Medical Center, shall be eligible for a retention incentive differential beginning September 26, 2020, as follows:

1. Nurses who have been regularly assigned to a COVID-19 unit since prior to June 6, 2020, shall receive \$120/pay period.
2. Nurses who are regularly assigned to a COVID-19 unit on or after June 6, 2020, and prior to November 7, 2020, shall receive \$90/pay period.
3. Nurses who are regularly assigned to a COVID-19 unit on or after November 7, 2020, and prior to May 8, 2021, shall receive \$30/pay period.
4. Nurses who have been regularly floating to a COVID-19 unit during their regularly scheduled shift since prior to June 6, 2020, shall receive \$60/pay period.
5. Nurses who start regularly floating to a COVID-19 unit during their regularly scheduled shift on or after June 6, 2020, shall receive \$30/pay period.

Per diem nurses who are regularly assigned to a COVID-19 unit or regularly float to a COVID-19 unit during their regularly scheduled shift as described above shall be eligible for a prorated differential based on average hours worked in the pay period.

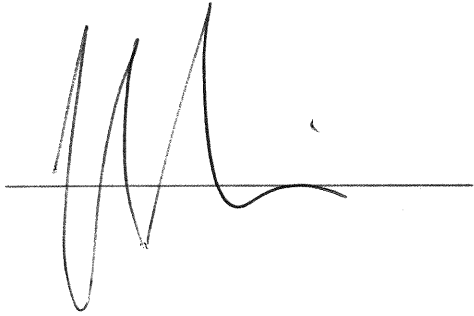
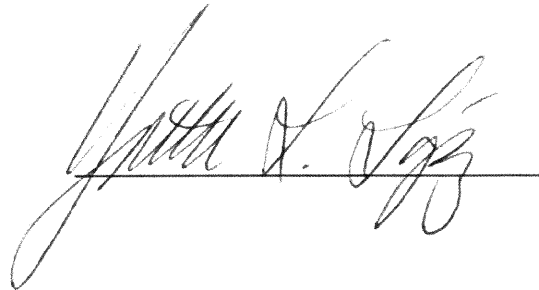
Employees eligible for the differential shall not receive the differential during a leave of more than a full pay period (e.g., sick, vacation for sick leave purposes, etc.).

This COVID-19 retention incentive differential shall sunset June 4, 2021, unless extended by mutual agreement. However, nurses who are newly assigned to or newly float to a COVID-19 unit on or after pay period beginning May 8, 2021, shall not be eligible for this retention incentive differential. Additionally, nurses who receive the retention incentive differential and who are then re-assigned to a non-COVID-19 unit or stop regularly floating to a COVID-19 unit shall no longer be eligible for this retention incentive differential.

Date Agreed: 12/10/2020

County

California Nurses Association

A handwritten signature in black ink, consisting of several large, overlapping loops, positioned above a horizontal line.A handwritten signature in black ink, appearing to read 'John D. [unclear]', positioned above a horizontal line.