

Side Letter Between the County of San Bernardino and the California Nurses Association

Arrowhead Regional Medical Center (ARMC) Critical On-Call

Critical On-Call Compensation

Nurses Unit

(a) ARMC Critical On-Call shall be utilized in certain circumstances when certain employees are required to have a shorter response time to return to Arrowhead Regional Medical Center (e.g., higher risk, STEMI) than required by the On-Call provisions in Section 2 of this Article.

(b) Employees assigned to such ARMC Critical On-call shall be free to use the time for his or her own purposes.

(c) This section shall apply only to employees assigned by the Appointing Authority to Critical On-Call duty at Arrowhead Regional Medical Center.

(d) Employees assigned to ARMC Critical On-call duty shall be required to (1) leave a telephone number where they can be reached or wear a communicating device; (2) return a call or text as soon as practicable but not to exceed five (5) minutes; and, (3) after being told to report to work, the employee shall arrive at his/her work station as practicable, but not to exceed thirty (30) minutes.

(e) Employees assigned to ARMC Critical On-Call shall receive compensation at the rate of \$6.50 for each full hour of critical on-call duty. Critical On-call time shall not count as hours worked.

(f) The employee shall not receive on-call compensation during working hours, during meal/break periods, or during periods where the employee is taking paid time off (e.g., Sick Leave, Vacation Leave, PTO, Administrative Leave, etc.). ARMC Critical On-call would begin no earlier than when the employee has left the work site and end upon the employees return to the work site.

(g) Assignment to ARMC Critical On-Call shall be made at the discretion of ARMC.

(h) The County shall attempt to accommodate any employee who, after returning to the work site, requests to have a sleeping area prior to returning home. This would be voluntary and solely for the convenience of the employee. and such time shall not be considered work time and there is no expectation by the County that any employees who are on Critical On-Call.

(i) The parties agree to maintain this critical on-call compensation until it is incorporated into the successor MOU, or until another arrangement is collectively bargained.

Staffing Review

The parties have met and conferred on the impact of the newly established IR schedule, which will be effective in August 2020. The new schedule would move the two (2) current night shift nurses to the day shift as well as moving them under the IR department code to ensure the Specialty Care Critical Care salary schedule. This schedule also changes the IR shifts from the current 10-hour shifts to 12-hour shifts.

The parties agree to meet no later than four (4) weeks after implementation of the new schedule to review such things as productivity, the delivery of services, etc. Thereafter, the parties agree meet to review the schedule on a periodic basis.

DATE

6/25/2020

County of San Bernardino

California Nurses Association