

**SIDE LETTER**  
**Teamsters Local 1932**

**A) Section 2 – Inpatient Assignment Compensation CRAFT, LABOR AND TRADES AND SUPERVISORY UNIT**

Employees in the following classifications with a continuous, full-time assignment for work in the Behavioral Health Inpatient Unit of Arrowhead Regional Medical Center shall receive inpatient assignment compensation:

Supervisory Unit	Mental Health Clinic Supervisor
------------------	---------------------------------

The appointing authority shall designate those positions eligible to receive inpatient assignment compensation of one hundred twenty dollars (\$120.00) per pay period for employees in paid status.

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.), provided, however, that employees who, with the approval of the appointing authority, take a vacation of more than a full pay period (e.g., vacation leave, etc.) excluding employees who are using paid leave time to extend their years of service prior to retirement, shall be eligible to receive the differential.

Employees in the following additional classifications whose regular assignment is in the Behavioral Health Inpatient Unit of Arrowhead Regional Medical Center shall receive inpatient assignment compensation in the amount of one dollar and fifty cents (\$1.50) for each hour actually worked in this assignment:

Craft, Labor and Trades Unit	Nursing Attendant Per Diem Nursing Attendant
Technical and Inspection Unit	Licensed Vocational Nurse I, II, and III Occupational Therapy Assistant Psychiatric Technician I and II

**B) Nursing Attendant Behavioral Health Inpatient Unit Floating Differential**

Nursing Attendants and Per Diem Nursing Attendants who float to the Behavioral Health Inpatient Unit at Arrowhead Regional Medical Center shall be entitled to a Behavioral Health Inpatient Unit Floating Differential. The differential for those who float to the Behavioral Health Inpatient Unit shall be paid for all hours actually worked in the Behavioral Health Inpatient Unit. The differential shall be one dollar and fifty cents (\$1.50) per hour over and above their base hourly rate for all hours actually worked while floating to the Behavioral Health Inpatient Unit.

Nursing Attendants and Per Diem Nursing Attendants who are regularly assigned to the Behavioral Health Inpatient Unit shall not receive the floating differential; however, such employees shall continue to receive Inpatient Assignment Compensation as provided in the MOU.

**C) EXTRA SHIFT COVID-19 UNIT INCENTIVE**

The County agrees to provide eligible employees in the following classifications who are assigned to Arrowhead Regional Medical Center an extra shift incentive:

- Licensed Vocational Nurse II
- Licensed Vocational Nurse – Per Diem
- Nursing Attendant
- Per Diem Nursing Attendant
- Assistant Unit Manager I
- Assistant Unit Manager I – Specialty Care
- Assistant Unit Manager I – Specialty Critical Care

For regular employees, an extra shift is defined as a shift that the employee was not regularly scheduled to work during a pay period and which also requires the employee to care for a COVID-19 patient. For per diem employees, an extra shift commences once an employee has exceeded 6 scheduled shifts during a pay period and which also requires the employee 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. Assistant Unit Managers who work said extra shift shall receive a differential of \$7.50/hour for all hours actually worked during that extra shift. All other eligible employees who work said extra shift shall receive a differential of \$5.00/hour for all hours actually worked during that extra shift.

If an employee 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 employee will no longer be eligible for the extra shift incentive for any of the extra shifts worked during that pay period. However, employees 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.

Date Agreed: 12/9/20

County



Teamsters Local 1932

**Beth Zendejas**