

SIDE LETTER AGREEMENT
SAN BERNARDINO COUNTY AND
TEAMSTERS LOCAL 1932

After Hours Child Placement Night Shift Differential

1) The purpose of this provision is to compensate employees, who are assigned to work night shifts for the purposes of child placement, over and above the established base rates of pay when working such night shift.

(i) After Hours Child Placement Night Shift – Night Shift for the purposes of this differential is from the hours of 6:00 p.m. to 6:00 a.m. Employees who work an assigned night shift where the majority of hours, including mealtime and at least four (4) hours, are worked between an established night shift, shall receive one dollar and seventy-five cents (\$1.75) per hour over and above their base hourly rate.

(ii) As provided above, employees shall be eligible to receive shift differential compensation only when the majority of hours worked are covered by a shift differential. For example, an employee is assigned to work Thursday from 5:00 p.m. to 2:00 a.m. (i.e., a 9-hour shift with a 30-minute meal period). Since the majority of hours worked (i.e., 5.5 hours less a 30-minute meal period) are not covered by a shift differential, the employee is not eligible to receive shift differential compensation.

(iii) In no event shall an employee receive the After Hours Child Placement Night Shift and another shift differential for the same hours.

2) One-Time After Hours Child Placement Night Shift Volunteer Incentive: The County shall provide a one-time incentive of \$500 to employees who prior to Board approval of the side letter volunteer and work as part of their assigned schedule to work After Hours Child Placement night shifts, or who within one year following Board approval of the side letter volunteer and work as part of their assigned schedule to work After Hours Child Placement night shift, to assist in the initial staff-up of the shift.

(i) The volunteer incentive shall be paid after the employee has volunteered for six (6) consecutive months, working at least 12 After Hours Child Placement night shifts, following Board approval of the side letter, or the six (6) consecutive months, working at least 12 night shifts, following Board approval an employee volunteering and actually worked After Hours Child Placement night shifts.

(ii) Upon Board approval, employees who in the preceding six (6) months of Board approval volunteered for six (6) consecutive months, working at least 12 After Hours Child Placement night shifts, will be eligible for the incentive.

(iii) The After Hours Child Placement Night Shift is comprised of two shifts: 6 p.m. to 12 a.m. and 12 a.m. to 6 a.m.

(iv) Employees who have volunteered and worked at least 12 After Hours Child Placement night shifts will be considered eligible to receive the volunteer incentive.

(v) Employees will not receive the incentive if they fail to show for shifts, volunteer and work partial shifts or cancel coverage of shifts.

This one-time incentive shall sunset one year following Board approval of this side letter agreement.

Date Agreed: 11/10/21

County



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