

**SIDE LETTER**  
**County of San Bernardino**  
**and**  
**California Nurses Association**

**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 December 31, 2020 unless extended by mutual agreement of the parties.

Date Agreed: \_\_\_\_\_

County

California Nurses Association

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