

Side Letter Agreement

Teamsters Local 1932

*ADMINISTRATIVE SERVICES; CLERICAL; CRAFT, LABOR & TRADES;
MANAGEMENT; SUPERVISORY; NURSES SUPERVISORY & MANAGEMENT;
AND TECHNICAL & INSPECTION UNITS*

Section 4 – Arrowhead Regional Medical Center (ARMC) Critical On-Call

- (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 (e.g., medical imaging classifications).
- (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 \$5.15 for each full hour of critical on-call duty. Critical On-call time shall not count as hours worked. Effective September 24, 2022, employees assigned to ARMC Critical On-Call shall receive compensation at the rate of \$8.50 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 provide a sleeping area for the convenience of employees who voluntarily choose to remain at ARMC. 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 be at the workplace

Date Agreed: 8-30-22

San Bernardino County

Leo Gonzalez

Leo Gonzalez

Deputy Director/Labor Relations Chief

TEAMSTERS LOCAL 1932

CARLOS GONZALEZ

Print & Sign