

COVID-19 RETENTION INCENTIVE DIFFERENTIAL

Nurses Unit and Per Diem Nurses Unit

Employees in the Nurses Unit who are regularly assigned or regularly float to a COVID-19 unit (includes ED Tents), as designated by Arrowhead Regional Medical Center, shall be eligible for a retention incentive differential beginning September 26, 2020, as follows:

1. Nurses who have been regularly assigned to a COVID-19 unit since prior to June 6, 2020, shall receive \$120/pay period.
2. Nurses who are regularly assigned to a COVID-19 unit on or after June 6, 2020, and prior to November 7, 2020, shall receive \$90/pay period.
3. Nurses who are regularly assigned to a COVID-19 unit on or after November 7, 2020, and prior to December 5, 2020, shall receive \$30/pay period.
4. Nurses who have been regularly floating to a COVID-19 unit during their regularly scheduled shift since prior to June 6, 2020, shall receive \$60/pay period
5. Nurses who start regularly floating to a COVID-19 unit during their regularly scheduled shift on or after June 6, 2020, shall receive \$30/pay period

Per diem nurses who are regularly assigned to a COVID-19 unit or regularly float to a COVID-19 unit during their regularly scheduled shift as described above shall be eligible for a prorated differential based on average hours worked in the pay period.

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.).

This COVID-19 retention incentive differential shall sunset December 18, 2020, unless extended by mutual agreement. However, nurses who are newly assigned to or newly float to a COVID-19 unit on or after pay period beginning December 5, 2020, shall not be eligible for this retention incentive differential. Additionally, nurses who receive the retention incentive differential and who are then re-assigned to a non-COVID-19 unit or stop regularly floating to a COVID-19 unit shall no longer be eligible for this retention incentive differential.

Date:_____

County of San Bernardino

California Nurses Association