

SIDE LETTER
Teamsters Local 1932

EXTRA SHIFT COVID-19 UNIT INCENTIVE

The County agrees to provide eligible employees in the following classifications who work eligible extra shifts at ARMC, an extra shift incentive:

- Licensed Vocational Nurse II
- Licensed Vocational Nurse – Per Diem
- Nursing Attendant
- Per Diem Nursing Attendant
- Assistant Unit Manager I/II
- Assistant Unit Manager I/II – Specialty Care
- Assistant Unit Manager I/II – Specialty Critical Care
- Respiratory Therapist
- Respiratory Care Practitioner I
- Respiratory Care Practitioner II
- Contract Respiratory Care Practitioner
- Per Diem – Respiratory Care Practitioner
- Supervising Respiratory Care Practitioner
- Per Diem – Phlebotomist
- Phlebotomist
- Phlebotomist Trainee
- Supervising Phlebotomist
- Pulmonary Function Specialist
- Assistant Director, Respiratory Care
- Custodians

Eligible employees in these classifications include those who work in inpatient areas, Emergency Department, Trauma Unit, Dialysis, G.I. Lab, and Cardiac Care Unit, but excluding those in these classifications who work in the Behavioral Health Unit and in non-inpatient areas.

For regular employees, an extra shift is defined as a shift that the employee was not regularly scheduled to work during a pay period. For per diem or contract employees in these classifications, an extra shift commences once an employee has exceeded 6 scheduled shifts during a pay period. All Assistant Unit Managers, all Respiratory Care Practitioners, including contract and per diem, Supervising Respiratory Care Practitioners and the Assistant Director, Respiratory Care who work said extra shift performing patient care shall receive a differential of \$15.00/hour for all hours actually worked during that extra shift. All other eligible employees who work said extra shift shall receive a differential of \$7.50/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.

COVID-19 RETENTION INCENTIVE DIFFERENTIAL

Employees in the classifications listed below in inpatient assignments, Emergency Department, Trauma Unit, Dialysis, G.I. Lab, and Cardiac Care Unit, but excluding employees who work in the Behavioral Health Unit and in non-inpatient areas such as case management, clinics, employee health, etc. shall be

eligible for a temporary retention incentive differential per pay period beginning January 2, 2021 for a minimum of three (3) pay periods. The County shall have the discretion to continue this retention incentive, in three (3) pay period increments, in all or some units/assignments designated by ARMC and in an amount up to the amounts noted below for each classification per pay period for employees in such designated units/assignments.

- Licensed Vocational Nurse II \$250
- Licensed Vocational Nurse – Per Diem \$250
- Nursing Attendant \$200
- Per Diem Nursing Attendant \$200
- Assistant Unit Manager I/II \$500
- Assistant Unit Manager I/II – Specialty Care \$500
- Assistant Unit Manager I/II – Specialty Critical Care \$500
- Respiratory Therapist \$500
- Respiratory Care Practitioner I \$500
- Respiratory Care Practitioner II \$500
- Contract Respiratory Care Practitioner \$500
- Per Diem – Respiratory Care Practitioner \$500
- Supervising Respiratory Care Practitioner \$500
- Per Diem – Phlebotomist \$200
- Phlebotomist \$200
- Phlebotomist Trainee \$200
- Supervising Phlebotomist \$250
- Custodian \$200

Per diem employees in inpatient assignments, Emergency Department, Trauma Unit, Dialysis, G.I. Lab, and Cardiac Care Unit, but excluding employees who work in the Behavioral Health Unit and in non-inpatient areas such as case management, employee health, etc. 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 shall sunset no later than June 4, 2021. Once a unit/assignment is no longer eligible for the incentive, employees in such units will stop receiving the retention incentive beginning the pay period after it is no longer eligible.

Date Agreed: 12/30/20

County

Bob Windle

Teamsters Local 1932

Carlos Gonzales