

Side Letter Agreement between the County of Riverside and SEIU Local 721 for the RCRMC/Arlington Campus Registered Nurses

December 16, 2011

This offer is conditional upon the acceptance of its terms by both parties, and is being entered into as a Side Letter Agreement to the Terms and Conditions of Employment (TCE) imposed effective November 22, 2011. Agreement to this Side Letter Agreement shall not be construed by either party as having an impact or effect on the TCE, other than those items set forth herein. This agreement shall not be construed as a precedent.

- 1) The specified agreed upon terms in this Side Letter Agreement shall supersede and replace only the corresponding terms in the TCE. The parties understand and agree that entering this Side Letter Agreement shall not be construed by either party that there is or was mutual agreement to the remainder of the TCE.

- 2) Amend Article 4 - Workweek, Overtime and Premium Pay, Section 1 - Workweek, Subsection B(5) – Alternate and Flex Work Schedules: At the discretion of RCRMC Management, Registered Nurses and Licensed Vocational Nurses in RCRMC and RCRMC related areas may maintain their 3/12 schedules. Such schedules will be treated as full time positions for the purpose of all benefits in accordance with the other provisions set forth in these Terms and Conditions of Employment and the 72-hour nurses shall be entitled to the following full-time benefits as if they were classified as full-time employees under these Terms and Conditions of Employment: County holidays, vacation accrual, sick accrual, flex benefits, life insurance, short-term disability or long-term disability (for employees in the supervisory unit only), workers' compensation benefits, and unemployment insurance. That notwithstanding, 72-hour nurses shall not be entitled to CalPERS contributions beyond their actual accrued PERS eligible compensation.

- 3) Amend Section 2 – Overtime, Subsection C – Double Time:

Classification:	Qualifying Factors:
1. Working at an RCRMC campus, Public Health, or Detention Health: <ul style="list-style-type: none"> • Assistant Nurse Manager • Institutional Nurse • Interim Permit Nurse • Nursing Education Instructor • Nurse Practitioner I, II and III • Pre-Hospital Liaison Nurse • Registered Nurse I, II, III, IV or V • Senior Institutional Nurse • Supervising Institutional Nurse 	<ul style="list-style-type: none"> • all hours worked after twelve (12) hours of continuous duty, and/or • all hours worked on an extra weekend shift

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A “weekend shift” for the purposes of this section means a shift starting on or after 7:00 a.m. Saturday and ending on or before 7:30 a.m. Monday.

An “extra” weekend shift means a weekend shift actually worked in addition to the required weekend shifts that were actually worked in the pay period. Extra shifts begin 3:00 p.m. on Friday. To qualify for double time on an extra weekend shift employees must have also actually worked their regular schedule that week.

- 4) Amend Section 3 – Premium Pay, Subsection E – Special Assignments, (1) Specialty Requirements: To be eligible for a specialty differential an employee (a) must work in specialty areas as follows: ICU/ACCU, PACU, Peds ICU, Emergency Room, Operating Room, Trauma Services, PICC, Neonatal Intensive Care Nursery, Labor and Delivery, PCU, Chemotherapy, Conscious Sedation Nurses, SART, and Psychiatry; and (b) must have completed the course(s) required to qualify for critical care differential. Course requirements for each unit are indicated below:

UNIT/SPECIALTY	REQUIREMENTS
Emergency	CCC, ACLS, Triage Certification, Management of Assaultive Behavior (MAB), PALS/ENPC, and MICN* (MICN is to be obtained within the first two (2) years of hire or three (3) years if a new graduate – during this time employee is eligible for critical care premium but not MICN premium)
ICU/ACCU	CCC, ACLS, Hemodynamic Monitoring
OR	Operative Room Certification (RCRMC) or CNOR (either every five (5) years)
PACU	CCC, ACLS
L&D	ACLS, NRP, Fetal Monitoring
NICU	High Risk Neonate Parts 1 & 2, NRP
Trauma Services	ATCN, TNCC, ACLS and PALS
PICC	BLS, ACLS, PALS, Certification of PICC Insertion and Independent Practice
PICU	CCC for Peds, Basic Pediatric Course, PALS, and Hemodynamic Monitoring
PCU	CCC and ACLS LVNs require: CCC and IV Certification
Chemotherapy	Chemotherapy Course (RCRMC)
Psychiatry	Management of Assaultive Behavior (MAB), Specialized LPS Legal in-service training by in-house staff/County Counsel/Public Defender, Fifty-one Fifty (5150) Designation Training, Six (6) months of Psychiatric Nursing experience
Conscious Sedation Nurses	BLS, ACLS, PALS, Completion of RCRMC Conscious Sedation Course
SART	ACLS, PALS, MAB, Sexual Assault Forensic Examiner Training (35 hours or greater), Completion of in-house 40-hour Forensic Nurse Examiner preceptor program. Must be able to work as independent examiner.

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CCC – Critical Care Course
 ACLS – Advanced Coronary Life Support
 APLS – Advanced Pediatric Life Support
 NRP – Neonatal Resuscitation Program
 PALS – Pediatric Advanced Life Support
 ENPC – Emergency Nurse Pediatrics Course
 MICN – Mobile Intensive Care Nursing
 CNOR – Certified Nurse Operating Room
 ATCN – Advanced Trauma Care Nursing
 TNCC – Trauma Nurse Core Curriculum
 MAB – Management of Assaultive Behavior

Unit	Classification	Specialty Rate/Hour
RCRMC: <ul style="list-style-type: none"> • Mobile Intensive Care area (If employee has a Mobile Intensive Care Nurse (MICN) certificate.) 	<ul style="list-style-type: none"> • Assistant Nurse Manager • Interim Permit Nurse • Nurse Practitioner I, II, III • Registered Nurse I, II, III, IV, V • Pre-Hospital Liaison Nurse 	\$1.00 per hour
RCRMC: <ul style="list-style-type: none"> • Intensive Care Unit* • Emergency Room • Neonatal Intensive Care Unit • Labor and Delivery • Operating Room • Pediatric Intensive Care Unit* • Recovery Room • Progressive Care Unit 	<ul style="list-style-type: none"> • Interim Permit Nurse • Nursing Education Instructor • Nurse Practitioner I, II, and III • Licensed Vocational Nurse (*LVN does not receive premium in this unit) 	\$1.10 per hour

- 5) Delete Article 28 – Special Unit Provisions, Section 2 – Career Ladders/Assessment Boards.
- 6) Amend Article 29 – Compensation: Effective February 9, 2012 - All Riverside County Regional Medical Center (RCRMC) and Arlington Campus Registered Nurse classifications will receive an across the board increase of approximately 8.21%, which includes the advancement and exchange of the scheduled July 2012 approximate 2.71% step increase as specified in Article 29, Section 1 of the SEIU Terms and Conditions of Employment, effective November 22, 2011. Since this advances the one-step merit increase, no additional step will apply on the anniversary date during the term of this agreement. This will be accomplished by classifying the RCRMC and Arlington Campus Registered Nurse classifications listed below:

Assistant Nurse Manager	Registered Nurse I
Nursing Education Instructor	Registered Nurse II
Nurse Practitioner I	Registered Nurse III
Nurse Practitioner II	Registered Nurse IV
Nurse Practitioner III	Registered Nurse V
Pre Hospital Liaison Nurse	

Effective March 8, 2012 (for FY 2011-12), the County will create new Specialty Care classifications for Registered Nurses in Critical Care Units, and

- a. Roll the Critical Care Differentials into their base pay and increase them by 25% (e.g. Current \$4.00 Differential will increase to \$5.00 and be rolled into New Class – Tier 1 (T1) base pay; current \$3.00 Differential will increase to \$3.75 and be rolled into New Class – Tier 2 (T2) base pay, current \$2.00 Differential will increase to \$2.50 and be rolled into New Class – Tier 3 (T3) base pay).

The preceding language applies to the following RCRMC/Arlington Campus classifications only:

Tier I	Classification
<ul style="list-style-type: none"> • Adult Critical Care Unit (ACCU) – (Includes Wound Care Nurses) • Emergency Dept/Trauma Services – (Includes Pre Hospital Liaison Nurse) • Neonatal Intensive Care Unit (NICU) • Labor and Delivery • Pediatric Intensive Care Unit (PICU) • Post Anesthesia Recovery Unit (PACU) • SART 	<ul style="list-style-type: none"> • Registered Nurse I, II, III, IV, V
Tier II	Classification
<ul style="list-style-type: none"> • Conscious Sedation Nurses • Operating Room • Chemotherapy • Progressive Care Unit (PCU) 	<ul style="list-style-type: none"> • Registered Nurse I, II, III, IV, V
Tier III	Classification
<ul style="list-style-type: none"> • Pediatrics • PICC (Vascular Access Nurses) • Psychiatry • RCRMC Detention Care Unit (DCU) 	<ul style="list-style-type: none"> • Registered Nurse I, II, III, IV, V

- b. New classes will be: Registered Nurse - Specialty Care-T1, Registered Nurse - Specialty Care-T2, and Registered Nurse - Specialty Care-T3.
- c. If an employee is unable to meet the requirements of Article 4, Section 3(E) and Article 28, Section 1(A) of the current Terms and Conditions of Employment he/she shall not be allowed to continue working and disciplinary action shall be instituted in accordance with Article 11 of these terms and conditions of employment.

Effective June 28, 2012 (for FY 2012-13), all RCRMC Registered Nurses with three (3) or more years of service will receive an approximate increase of 2.71%.

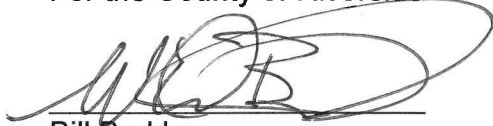
7) Unless otherwise expressed, nothing in this agreement is retroactive.

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8) Subject to Board approval, the County will implement the agreed upon terms and conditions of this Side Letter Agreement, effective 12/16, 2011.

Dated this 16th day of DECEMBER, 2011.

For the County of Riverside



Bill Berkley
County of Riverside

For the SEIU, Local 721



Nick Builder
SEIU Local 721