

Side Letter Agreement
Between
County of Monterey and Monterey County Registered Nurses Association
Regarding Sick Leave Bonus-Natividad Medical Center

When the Sick Leave Bonus was negotiated in 2013 with the Monterey County Registered Nurses Association (MCRNA) for the Memorandum of Understanding valid from July 1, 2012 through December 31, 2013, the intent was for there to be a lump sum payment. These payments will have an impact on overtime calculations. Originally, it was thought that the impact would be realized in the pay period in which the bonus is paid to the employee. Since that time, the parties have learned that the overtime impact should be realized over the qualifying period (January 1 through December 31). The County of Monterey and the MCRNA have met and conferred on the issue of the calculation of the Sick Leave Bonus. Both parties agree that FLSA regular rate of pay and hours will be used for the calculation of the payment of this bonus instead of using the MOU overtime calculation. In addition, since the Sick Leave Bonus was recently negotiated with SEIU, the County agrees that should SEIU Unit H, receive a more favorable treatment of the Sick Leave Bonus calculation, MCRNA will receive the same calculation. The parties agree to modify the Unit S MOU (valid January 1, 2014 through December 31, 2015) Section 22 Sick Leave Bonus- Natividad Medical Center as follows:

SECTION 22 SICK LEAVE BONUS - NATIVIDAD MEDICAL CENTER

Employees of this unit who are employed by Natividad Medical Center are eligible for the following Sick Leave Bonus if the criteria below is met:

- Employees must be employed by NMC at least ten months during the calendar year, beginning January 1 to December 31.
- Employees need to be in an active status for at least ten months between January 1 and December 31.
- Employees must be employed at the time the bonus is paid out to receive any bonus earned

For purposes of this Bonus active status means time coming to work; paid time while on FMLA or any other leave of absence is not considered active status for purposes of this Bonus.

Regular rate of pay, for purposed of calculating this bonus, shall be the rate of pay calculated as provided by the Fair Labor Standards Act (FLSA). Only the hours that meet the criteria with FLSA shall be used.

Bonus Level 1 – Employees will be eligible for a \$3,000 bonus to be paid out on the first full pay period in February if the employee has two (2) or less sick and/or unscheduled absence occurrences between January 1 and December 31.

Bonus Level 2 – Employees will be eligible for a \$1,500 bonus to be paid out on the first full pay period in February if the employee has greater than two (2), and four (4) or fewer, sick and/or unscheduled absence occurrences between January 1 and December 31.

NMC Sick Leave Bonus: Nurses who are less than .8 FTE will have their sick leave bonus pro-rated based on their FTE status as of the last pay period in December of each year.

An occurrence is defined as a period of consecutive days where an employee calls in sick. For example if an employee calls in sick on a Monday and Tuesday but comes to work on Wednesday, this is one occurrence.

The terms described herein constitute the complete and entire agreement between the parties.

Brette Neal
County of Monterey

2/21/2014
Date

Larry Rantot
MCRNA

2/25/14
Date