

# November 8 2021 Special Board Meeting

## November 8 2021 Special Board Meeting

### Agenda November 8, 2021 Special Board Meeting

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# ***NOTICE***

## **NORTHERN INYO HEALTHCARE DISTRICT BOARD OF DIRECTORS SPECIAL MEETING**

November 8, 2021 at 6:00 pm

***Beginning with the Special Board Meeting July 7th, 2021 meeting, the Board will again meet in person at 2957 Birch Street Bishop, CA 93514 at 5:30 pm. Members of the public will be allowed to attend in person or via zoom. Public comments can be made in person or via zoom:***

**TO CONNECT VIA ZOOM:** (A link is also available on the NIHD Website)  
<https://zoom.us/j/213497015?pwd=TDIIWXRuWjE4T1Y2YVFWbnF2aGk5UT09>  
Meeting ID: 213 497 015  
Password: 608092

**PHONE CONNECTION:**  
888 475 4499 US Toll-free  
877 853 5257 US Toll-free  
Meeting ID: 213 497 015

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1. Call to Order (at 6:00 pm).
  2. ***Public Comment:*** The purpose of public comment is to allow members of the public to address the Board of Directors. Public comments shall be received at the beginning of the meeting and are limited to three (3) minutes per speaker, with a total time limit of thirty (30) minutes for all public comment unless otherwise modified by the Chair. Speaking time may not be granted and/or loaned to another individual for purposes of extending available speaking time unless arrangements have been made in advance for a large group of speakers to have a spokesperson speak on their behalf. Comments must be kept brief and non-repetitive. The general Public Comment portion of the meeting allows the public to address any item within the jurisdiction of the Board of Directors on matters not appearing on the agenda. Public comments on agenda items should be made at the time each item is considered. At this time, members of the audience may speak only on items listed on the Notice for this meeting, and speakers will be limited to a maximum of three minutes each. The Board is prohibited from generally discussing or taking action on items not included on this Notice.
  3. Adjournment to Closed Session for:

- A. Conference with Labor Negotiators, Agency Designated Representative: Irma Rodriguez and Kevin R. Dale; Employee Organization: AFSCME Council 57 (pursuant to Government Code Section 54957.6)
  - B. Conference with legal counsel, anticipated litigation. Significant exposure to litigation (pursuant to paragraph (2) of subdivision (d) of Government Code Section 54956.9) one case.
4. Return to Open Session and report of any action taken (*information item*).
  5. Approval of Tentative Agreement between NIHD and American Federation of State, County, and Municipal Employees (AFSCME) Technical Unit; and approval of District Board Resolution 21-08 (*action items*).
  6. Approval of Tentative Agreement between NIHD and American Federation of State, County, and Municipal Employees (AFSCME) RN Unit; and approval of District Board Resolution 21-09 (*action items*).
  7. Approval of COVID Crisis Staffing Shift Bonus Technical Unit Side Letter, NIHD and American Federation of State, County, and Municipal Employees (AFSCME) Technical Unit. (*action item*)
  8. Adjournment

*Kelli Davis*

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Kelli Davis, Chief Executive Officer

*In compliance with the Americans with Disabilities Act, if you require special accommodations to participate in a District Board meeting, please contact administration at (760) 873-2838 at least 48 hours prior to the meeting.*

**NORTHERN INYO HEALTHCARE DISTRICT  
AFSCME – PATIENT CARE TECHNICAL,  
BUSINESS OFFICE CLERICAL AND SERVICE UNIT  
2021-2022 REOPENER LABOR NEGOTIATIONS**

**TENTATIVE AGREEMENT**

November 3, 2021

The Northern Inyo Healthcare District (“District”) and the Patient Care Technical, Business Office Clerical and Service Bargaining Unit, District Council 57, American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO (“Union”), hereby enter into a tentative agreement to conclude reopener negotiations as set forth herein. This tentative agreement is subject to full ratification.

Article 37 Wages

- A. Employee Pay Scale Ranges: Effective October 10, 2021, the following pay scale ranges for bargaining unit positions, and all employees in each position shall be increased by 10%:**

NIHD JOB TITLE DESCRIPTION	CURRENT MINIMUM	CURRENT MAXIMUM	PROPOSED MINIMUM	PROPOSED MAXIMUM
ACUTE-SUBACUTE CNA-DEPARTMENT CLERK	\$16.83	\$22.42	\$18.51	\$24.66
CNA DEPARTMENT CLERK	\$16.83	\$22.42	\$18.51	\$24.66
COOK	\$15.68	\$21.17	\$17.25	\$23.29
DIETARY CLERK	\$16.16	\$21.53	\$17.78	\$23.68
ED TECH DEPT CLERK CNA EMT	\$16.16	\$21.53	\$17.78	\$23.68
ENVIRONMENTAL SERVICES ATTENDANT	\$15.00	\$19.47	\$16.50	\$21.42
EVS FLOOR TECHNICIAN	\$16.48	\$21.85	\$18.13	\$24.04
EVS JOSEPH HOUSE	\$15.00	\$19.47	\$16.50	\$21.42
FOOD SERVICE WORKER	\$15.00	\$19.47	\$16.50	\$21.42
LAB ASST I	\$18.45	\$24.52	\$20.30	\$26.97
LAB ASST II	\$20.11	\$27.68	\$22.12	\$30.45
LAB ASST III	\$22.17	\$33.31	\$24.39	\$36.64
LAB ASST IV	\$26.76	\$35.86	\$29.44	\$39.45
LAUNDRY WORKER	\$15.00	\$19.47	\$16.50	\$21.42
MEDICAL ASSISTANT	\$15.88	\$22.26	\$17.47	\$24.49
PEDIATRIC CLINIC MEDICAL ASSISTANT	\$15.88	\$22.26	\$17.47	\$24.49
PERIOPERATIVE CLERK CNA	\$16.83	\$22.42	\$18.51	\$24.66
RESPIRATORY CARE PRACTITIONER	\$31.92	\$43.40	\$35.11	\$47.74
STERILE PROCESSING TECH	\$18.20	\$24.49	\$20.02	\$26.94
SUPPORT STAFF TALENT POOL	\$15.00	\$19.47	\$16.50	\$21.42
SURGERY TECH I	\$25.09	\$33.70	\$27.60	\$37.07
SURGERY TECH II	\$28.21	\$41.29	\$31.03	\$45.42

SURGERY TECH III	\$31.92	\$43.40	\$35.11	\$47.74
SURGERY TECH IV	\$33.68	\$46.27	\$37.05	\$50.90

**Effective October 10, 2021, the following salary ranges for bargaining unit positions and all employees in each position shall be increased by 6.9%:**

NIHD JOB TITLE DESCRIPTION	CURRENT MINIMUM	CURRENT MAXIMUM	PROPOSED MINIMUM	PROPOSED MAXIMUM
340B ANALYST PHARMACY TECH	\$23.30	\$34.61	\$24.91	\$37.00
ACCOUNTS PAYABLE CLERK	\$16.16	\$21.53	\$17.28	\$23.02
ACCOUNTS RECEIVABLE TECHNICIAN	\$16.23	\$23.73	\$17.35	\$25.37
ACUTE-SUBACUTE DEPARTMENT CLERK	\$16.16	\$21.53	\$17.28	\$23.02
ADMISSION SERVICES EMERGENCY REGISTRAR	\$17.15	\$23.60	\$18.33	\$25.23
ADMISSION SERVICES FLOAT CLERK	\$17.97	\$24.37	\$19.21	\$26.05
ADMISSION SERVICES INSURANCE VERIFIER	\$17.15	\$23.60	\$18.33	\$25.23
ANCILLARY SPECIALIST TRAINEE	\$18.45	\$24.52	\$19.72	\$26.21
ANCILLARY SPECIALIST	\$23.30	\$34.61	\$24.91	\$37.00
APPLICATION ADMINISTRATOR DBA	\$46.82	\$69.20	\$50.05	\$73.97
BIOMEDICAL ENGINEER TECHNICIAN 1	\$28.21	\$42.12	\$30.16	\$45.03
BUSINESS OFFICE DATA ENTRY CLERK	\$16.16	\$21.53	\$17.28	\$23.02
CARDIOPULMONARY EKG TREADMILL TECH	\$23.21	\$29.52	\$24.81	\$31.56
CENTRAL REGISTRATION REGISTRAR	\$17.15	\$23.60	\$18.33	\$25.23
CERTIFIED PHARMACY TECHNICIAN	\$21.26	\$28.75	\$22.73	\$30.73
CHARGE CAPTURE ANALYST	\$29.46	\$42.90	\$31.49	\$45.86
CHARGE ENTRY SPECIALIST	\$18.11	\$25.14	\$19.36	\$26.87
CLINICAL INFORMATICS-QUALITY	\$30.30	\$43.91	\$32.39	\$46.94
COMPUTER SERVICES ANALYST	\$28.21	\$42.12	\$30.16	\$45.03
COORDINATOR OF LIS	\$28.21	\$42.12	\$30.16	\$45.03
DI CLERK	\$17.15	\$23.60	\$18.33	\$25.23
ED DEPT TECH CLERK	\$16.16	\$21.53	\$17.28	\$23.02
ENTERPRISE APPLICATION ANALYST	\$29.46	\$42.90	\$31.49	\$45.86
HEALTHCARE INTERPRETER	\$20.11	\$27.68	\$21.50	\$29.59
HISTOTECHNICIAN	\$33.28	\$38.85	\$35.58	\$41.53
ICU LVN MONITOR TECH CERTIFIED	\$23.00	\$31.50	\$24.59	\$33.67
INTERNAL MEDICINE LVN	\$23.00	\$31.50	\$24.59	\$33.67
INTERNAL MEDICINE REG CLERK	\$16.16	\$21.53	\$17.28	\$23.02
ITS SYSTEM ADMINISTRATOR	\$35.75	\$49.37	\$38.22	\$52.78
JR. NETWORK SYSTEMS ANALYST	\$28.21	\$42.12	\$30.16	\$45.03
LAB ASST POINT OF CARE INFORMATICS COORD	\$28.21	\$42.12	\$30.16	\$45.03
MAINT ENGINEERING OFFICE ASST	\$17.97	\$24.37	\$19.21	\$26.05
MEDICAL RECORDS CLERK	\$16.16	\$21.53	\$17.28	\$23.02
MEDICAL STAFF SUPPORT GENERALIST	\$23.30	\$34.61	\$24.91	\$37.00
NETWORK SYSTEMS ENGINEER	\$35.75	\$49.37	\$38.22	\$52.78

OCCUPATIONAL THERAPIST	\$39.01	\$54.50	\$41.70	\$58.26
ORTHO CLINIC CLERK	\$16.16	\$21.53	\$17.28	\$23.02
ORTHOPEDIC CLINIC BACK OFFICE TECHNICIAN	\$25.09	\$33.70	\$26.82	\$36.03
PACU CLERK	\$16.83	\$22.42	\$17.99	\$23.97
PAT ACCT REP ANALYST	\$18.11	\$25.14	\$19.36	\$26.87
PATIENT NAVIGATOR	\$30.30	\$43.91	\$32.39	\$46.94
PBX INPATIENT REGISTRAR	\$17.15	\$23.60	\$18.33	\$25.23
PED CLINIC CLERK	\$16.16	\$21.53	\$17.28	\$23.02
PEDIATRIC CLINIC REGISTRATION CLERK	\$16.16	\$21.53	\$17.28	\$23.02
PERINATAL LVN CERTIFIED	\$23.00	\$31.50	\$24.59	\$33.67
PERIOP SERV SNR INVENTORY CNTRL ANALYST	\$25.09	\$33.70	\$26.82	\$36.03
PHYSICAL THERAPY ASSISTANT	\$26.76	\$35.86	\$28.61	\$38.33
PHYSICAL THERAPY ASSISTANT II	\$28.21	\$42.12	\$30.16	\$45.03
PURCHASING BUYER	\$18.53	\$26.54	\$19.81	\$28.37
PURCHASING CLERK	\$16.16	\$21.53	\$17.28	\$23.02
QUAL ASSUR AND PERFOR IMPROVEMENT ANALY	\$25.89	\$35.13	\$27.68	\$37.55
RAD TECH I	\$33.68	\$46.27	\$36.00	\$49.46
RAD TECH II	\$38.50	\$53.34	\$41.16	\$57.02
RAD TECH III	\$42.35	\$58.66	\$45.27	\$62.71
RAD TECH IV	\$44.44	\$59.71	\$47.51	\$63.83
RAD TECH IV MRSO	\$44.44	\$59.71	\$47.51	\$63.83
RECOVERY SUPPORT NAVIGATOR	\$30.30	\$43.91	\$32.39	\$46.94
REHAB SCHEDULER	\$17.15	\$23.60	\$18.33	\$25.23
REHABILITATION AIDE	\$16.16	\$21.53	\$17.28	\$23.02
RHC AUTHORIZATION AND REFERRAL SPECIALIS	\$17.36	\$26.24	\$18.56	\$28.05
RHC DRIVER	\$16.16	\$21.53	\$17.28	\$23.02
RHC INS BILLER	\$16.23	\$23.73	\$17.35	\$25.37
RHC REGISTRATION CLERK	\$16.16	\$21.53	\$17.28	\$23.02
RHC WOMENS CLINIC CLERK	\$16.16	\$21.53	\$17.28	\$23.02
RHC WOMENS HEALTH LVN	\$23.00	\$31.50	\$24.59	\$33.67
SCAN FILE CLERK	\$16.16	\$21.53	\$17.28	\$23.02
SONOGRAPHER	\$38.50	\$53.34	\$41.16	\$57.02
SONOGRAPHER II	\$42.35	\$58.66	\$45.27	\$62.71
SONOGRAPHER III	\$44.44	\$59.71	\$47.51	\$63.83
STAFF ACCOUNTANT	\$27.68	\$39.16	\$29.59	\$41.86
SURGERY CLINIC CLERK	\$16.16	\$21.53	\$17.28	\$23.02
SURGERY CLINIC LVN	\$23.00	\$31.50	\$24.59	\$33.67
SYRINGE SERVICE PLANNER-TEMP GRANT FUND	\$18.45	\$24.52	\$19.72	\$26.21

~~All pay scales ranges for positions in the Tech unit will stay status quo as per the date of recognition, November 27, 2019. The pay scale ranges are listed in Appendix C.~~

~~Effective the first full period following Board ratification of this Agreement, an additional two percent (2%) will be added to the top of range for all classifications to allow for movement of topped employees.~~

Each newly hired employee will be placed within their position salary range according to her/his number of applicable years of experience as well as education, licensure, or certification held by the employee that is above what is required for the position.

For every year of applicable experience, the employee will have 2% 2.5% added to the minimum of the pay scale range to determine their starting rate (2% 2.5% will not be compounded). For any degree, license, or certification above what the job requires, they will receive an additional 2% 2.5% with a maximum of 4% 5%.

Example: Pay scale ~~\$10.00-20.00~~ \$15.00 - \$25.00 for an employee with 3 years of experience and a certification not required for the position would be calculated as follows:

1. ~~\$10.00 x 1.06 (3 years of experience at 2% for each year) = \$10.60~~

\$15.00 x 1.075 (3 years of experience at 2.5% for each year) = \$16.13

2. ~~\$10.60 x 1.02 (2% for certification not required) = \$10.81 (starting pay rate)~~

\$16.13 x 1.025 (2.5% for certification not required) = \$16.53 (starting pay rate)

B. Annual Wage Increases:

An annual increase of 2% 2.5% shall be awarded to each employee in the bargaining unit on the first day of the pay period following the anniversary of the employee's position date, ~~provided the employee receives a "satisfactory" rating or above on their annual performance evaluation.~~

~~The parties agree to re-open this article in August 2021.~~

An employee's anniversary date shall not be extended by the length of an approved legally-protected unpaid leave of absence. For employees on unprotected approved leave of absence, the anniversary date will be adjusted by the length of such unprotected approved unpaid leave.

C. Non-Benefited Part-Time and Per Diem Employees:

Non-Benefited Part-Time and Per Diem employee shall receive 5% above her/his appropriate pay rate on the pay scale range, not to exceed 5% above the maximum of the pay scale range. A Non-Benefited Part-Time or Per Diem employee who changes to a Full-Time Benefited or Part-Time Benefited position classification status will resume her/his appropriate pay rate on the pay scale range.

Sign-On Bonuses

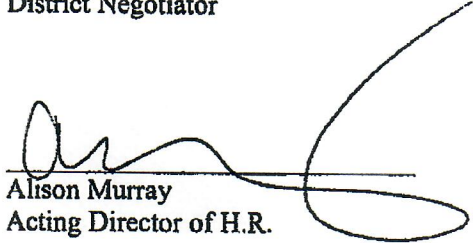
The parties recognize that the District has a long-standing past practice of providing sign-on bonuses, and which predates union formation. The Union reserves its right to negotiate over this practice during the next contract

term or beyond.

**ON BEHALF OF THE DISTRICT**




Kevin R. Dale  
District Negotiator




Alison Murray  
Acting Director of H.R.

**ON BEHALF OF THE UNION**



Jane McDonald  
Eastern Sierra Representative  
AFSCME Council 57



Kaylyn Rickford, MA  
Chief Steward, AFSCME Local 315



RESOLUTION NO. 21-08

A RESOLUTION OF THE GOVERNING BOARD OF THE NORTHERN INYO HEALTHCARE DISTRICT PROVIDING FOR ADOPTION OF A TENTATIVE AGREEMENT BETWEEN THE NORTHERN INYO HEALTHCARE DISTRICT AND DISTRICT COUNCIL 57, AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME), AFL-CIO - PATIENT CARE TECHNICAL, BUSINESS OFFICE CLERICAL AND SERVICE UNIT

WHEREAS, AFSCME and representatives of the District have met and conferred as required under the Meyer-Milias Brown Act to reach agreement on a Tentative Agreement (TA) to cover the period November 8, 2021 to October 31, 2022; and

WHEREAS, approval of this TA serves positive employer-employee relations; and

WHEREAS, District staff recommends the adoption of the TA as it provides for fair compensation consistent with the District's budget;

NOW, THEREFORE, THE GOVERNING BOARD OF THE NORTHERN INYO HEALTHCARE DISTRICT DOES HEREBY RESOLVE AS FOLLOWS:

**SECTION 1.** That the Tentative Agreement between the Northern Inyo Healthcare District and District Council 57, American Federation of State, County, and Municipal Employees (AFSCME), AFL-CIO that is attached hereto as Exhibit "A" is hereby approved and adopted by the Board of Directors.

**SECTION 2.** The Clerk shall certify to the adoption of this Resolution.

Passed, approved and adopted this 8 day of November, 2021.

PASSED, APPROVED AND ADOPTED this 8 day of November, 2021.

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Robert Sharp, Chair

Board of Directors

ATTEST:

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Clerk

**NORTHERN INYO HEALTHCARE DISTRICT  
AFSCME – RN UNIT  
2021-2022 REOPENER LABOR NEGOTIATIONS**

**TENTATIVE AGREEMENT**

November 3, 2021

The Northern Inyo Healthcare District (“District”) and the Registered Nurse (RN) Bargaining Unit, District Council 57, American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO (“Union”), hereby enter into a tentative agreement to conclude reopener negotiations as set forth herein. This tentative agreement is subject to full ratification.

**Article 37 Wages**

**A. RN pay scale ranges**

~~Effective upon the first pay period after July 1, 2016 or after ratification of this agreement whichever is later, e~~Each newly-hired RN will be placed on the following salary range according to her/his number of full years of RN experience. A step increase of 2.5% shall be awarded annually to each RN in the bargaining unit on the first day of the pay period following the anniversary of the RN’s position hire date, ~~provided the RN receives an overall rating of “satisfactory” or above on their annual performance evaluation.~~

An RN’s anniversary date shall not be extended by the length of an approved legally-protected unpaid leave of absence. For RNs on unprotected approved leave of absence, the anniversary date will be adjusted by the length of such unprotected approved unpaid leave.

**Effective upon the ratification of an agreement related to the 2021-2022 reopener negotiations, the District shall no longer utilize position hire date for purposes of annual step increases. As such, employees will continue to be eligible for annual increases despite future position transfers that may occur within the bargaining unit.**

**Effective on October 10, 2021, the existing salary schedule shall be consolidated and increased to the following new salary schedule (Clinic RN and Hospital RN shall be consolidated into Staff RN):**

<b>Full Years of RN Experience</b>	<b>Staff RN</b>	<b>RNFA/CSE/Resource RN</b>
<u>0</u>	<u>\$39.82</u>	<u>\$43.94</u>
<u>1</u>	<u>\$40.82</u>	<u>\$45.05</u>
<u>2</u>	<u>\$41.84</u>	<u>\$46.18</u>
<u>3</u>	<u>\$42.88</u>	<u>\$47.33</u>
<u>4</u>	<u>\$43.96</u>	<u>\$48.51</u>
<u>5</u>	<u>\$45.05</u>	<u>\$49.73</u>
<u>6</u>	<u>\$46.19</u>	<u>\$50.97</u>
<u>7</u>	<u>\$47.34</u>	<u>\$52.24</u>
<u>8</u>	<u>\$48.53</u>	<u>\$53.55</u>
<u>9</u>	<u>\$49.74</u>	<u>\$54.89</u>
<u>10</u>	<u>\$50.99</u>	<u>\$56.26</u>
<u>11</u>	<u>\$52.26</u>	<u>\$57.67</u>
<u>12</u>	<u>\$53.57</u>	<u>\$59.11</u>
<u>13</u>	<u>\$54.91</u>	<u>\$60.59</u>
<u>14</u>	<u>\$56.28</u>	
<u>15</u>	<u>\$57.69</u>	
<u>16</u>	<u>\$59.13</u>	

**B. Education Pay Differentials:**

Effective October 25, 2020, an RN with additional accredited degrees not required in her/his job description shall receive the following which apply not to exceed \$3.45 per hour above the maximum of the pay scale range:  
\$0.60 per hour for Bachelors; or  
\$1.25 per hour for Bachelors – BSN; or  
\$2.25 per hour for Masters – in healthcare related field; and  
\$0.60 per hour per certification for up to two certification identified as eligible according to the Nursing Certification Policy and Procedure. Such Policy can be amended upon Chief Nursing Officer approval when new pertinent certifications are identified and recommendations are made by the Orientation Competency Committee.

**C. Non-Benefited Part-Time and Per Diem RNs:**

Non-Benefited Part-Time and Per Diem RN shall receive 5% above her/his appropriate pay rate on the pay scale range, not to exceed 5% above the maximum of the pay scale range. A Non-Benefited Part-Time or Per Diem RN who changes to a Full-Time Benefited or Part-Time Benefited position classification status will resume her/his appropriate pay rate on the pay scale range.

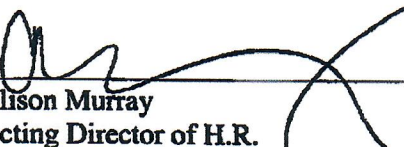
No RN shall suffer any loss of wages when initially placed on the RN pay scale ranges above nor due to a negative CPI. If frozen in her/his step, only a CPI pay increase will be in effect until the RN is in her/his appropriate step progression.

**Sign-On Bonuses**


The parties recognize that the District has a long-standing past practice of providing sign-on bonuses, and which predates union formation. The Union reserves its right to negotiate over this practice during the next contract term or beyond.


**ON BEHALF OF THE DISTRICT**

  
\_\_\_\_\_  
Kevin R. Dale  
District Negotiator

  
\_\_\_\_\_  
Alison Murray  
Acting Director of H.R.

**ON BEHALF OF THE UNION**

  
\_\_\_\_\_  
Jane McDonald  
Eastern Sierra Representative  
AFSCME Council 57

  
\_\_\_\_\_  
Heleen Welvaart, RN  
Chief Steward, AFSCME Local 315

RESOLUTION NO. 21-09

A RESOLUTION OF THE GOVERNING BOARD OF THE NORTHERN INYO HEALTHCARE DISTRICT PROVIDING FOR ADOPTION OF A LETTER OF AGREEMENT BETWEEN THE NORTHERN INYO HEALTHCARE DISTRICT AND DISTRICT COUNCIL 57, AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME), AFL-CIO – REGISTERED NURSE UNIT

WHEREAS, AFSCME and representatives of the District have met and conferred as required under the Meyer-Milias Brown Act to reach agreement on Tentative Agreement (TA) to cover the period November 8, 2021 to October 31, 2022; and

WHEREAS, approval of this TA serves positive employer-employee relations; and

WHEREAS, District staff recommends the adoption of the TA as it provides for clarity in various areas, provides fair compensation and benefits consistent with the District's budget;

NOW, THEREFORE, THE GOVERNING BOARD OF THE NORTHERN INYO HEALTHCARE DISTRICT DOES HEREBY RESOLVE AS FOLLOWS:

**SECTION 1.** That the Letter of Agreement between the Northern Inyo Healthcare District and District Council 57, American Federation of State, County, and Municipal Employees (AFSCME), AFL-CIO that is attached hereto as Exhibit "A" is hereby approved and adopted by the Board of Directors.

**SECTION 2.** The Clerk shall certify to the adoption of this Resolution.

Passed, approved and adopted this 8 day of November, 2021.

PASSED, APPROVED AND ADOPTED this 8 day of November, 2021.

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Robert Sharp, Chair

Board of Directors

ATTEST:

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Clerk

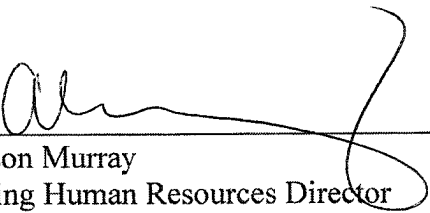
**SIDE LETTER  
COVID CRISIS STAFFING SHIFT BONUS – TECHNICAL UNIT**

Northern Inyo Healthcare District (NIHD) and American Federation of State, County, and Municipal Employees (AFSCME) recognizes that our employees are by definition, Healthcare Workers, and the first priority of government is continuity of service in the event of a wide spread emergency or disaster (GC §§3100-3109). In the event of such emergency or disaster, it is important that NIHD not only respond to the emergency by stabilizing the emergency, saving lives, and protecting property but also maintain continuity of government. As such, NIHD is implementing temporary measures that will address crisis staffing in light of the current COVID-19 (coronavirus) outbreak.

NIHD and AFSCME agree to the following temporary measure:

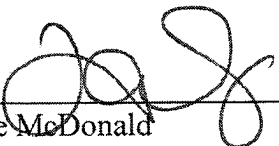
COVID Crisis Staffing shift bonus for all Technical Unit employees who pick up extra shifts in addition to regularly scheduled shifts as \$400 per shift eight (8) hours or greater or \$250 per shifts less than eight (8) hours. Employees will be notified of available shifts through Shifthound or via cell phone and will be eligible for the bonus after accepting and working the shift.

NORTHERN INYO HEALTHCARE  
DISTRICT


  
\_\_\_\_\_  
Alison Murray  
Acting Human Resources Director

DATE: 11/8/2021

DISTRICT COUNCIL 57, AMERICAN  
FEDERATION OF STATE, COUNTY, AND  
MUNICIPAL EMPLOYEES, AFL-CIO

  
\_\_\_\_\_  
Jane McDonald  
AFSCME Representative

DATE: 11/8/2021

  
\_\_\_\_\_  
Kaylyn Rickford, MA  
Chief Steward

DATE: 11/08/2021