

SIDE LETTER OF AGREEMENT
BETWEEN EL CAMINO HOSPITAL
AND PROFESSIONAL RESOURCE FOR NURSES

Pandemic Staffing Bonus Program

This agreement is made and entered into by and between Professional Resource for Nurses (PRN), (referenced as "the Union") and El Camino Hospital (ECH) (referenced as "the Hospital"), and memorializes the discussion and any and all agreements on the new Pandemic Staffing Bonus Program.

In 2020, the Hospital has provided care for increasing numbers of COVID-19 patients. Starting in November, there has been a surge of cases locally, and large numbers of patients are requiring admission to the hospital at numbers far greater than the hospital experienced earlier in the pandemic in April or in August. This increasing surge has caused staffing challenges for the hospital due to the increased scheduled demand for nursing staff in emergency, critical care, tele, and medical/surgical areas, COVID-19 absenteeism for multiple reasons, additions of COVID-19 containment units in different nursing departments, and loss of nursing staff from quarantine requirements for COVID-19 source control, as well as unscheduled sick calls and holiday time off.

El Camino Hospital has informed the Union that we have applied to the California Department of Public Health's for Program Flexibility to waive minimum nurse-to-patient ratios per guidelines put forth in CDPH's All Facilities Letter (AFL) 20-26.4, Expedited waiver process. We have discussed that great efforts have been made by ECH Administration to increase nurse staffing levels prior to considering this action; including contracting for additional staffing, decompressing patient throughput by evaluating surgery volume and still accommodating select elective surgeries, utilizing perioperative and interventional staff and other staff on other units, and assessing expected inpatient discharges and admissions from the ED or SNFs/LTCHs. The Hospital will also be implementing "Helping Hands" to effectively utilize nursing resources.

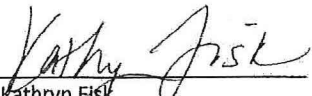
The Staffing Bonus Program's intended Impact is to support the Hospital's commitment in providing care to Covid-19 patients, support Registered Nurses and other employees in most effectively leveraging their licensure and skills, and allow us to maximize patient care operations to the community we serve during the pandemic. The parties agree to the following:


- PRN will encourage all Registered Nurses across the organization to volunteer and float to care for our patients and support their peers.
- Full-time or Part-time nurses who work extra and took a patient assignment or provided break relief will be provided applicable premium pay paid plus a lump-sum bonus of \$75 dollars for every four (4) hours worked (rounded-up or down to the nearest 4 hour increment for purposes of calculating lump-sum bonus, only). This bonus program is effective January 10 through February 6th (subject to extension by both parties).
- Per diem nurses who work above their scheduled shifts will be paid a lump-sum bonus of \$75 dollars for every four (4) hours worked (rounded-up or down to the nearest 4 hour increment for purposes of calculating lump-sum bonus, only). This bonus program is effective January 10 through February 6th (subject to extension by both parties).
- The MV units/cost centers that this applies to are: MV: 2C (60150), 3C (61740), 3B (61730), PCU (61500), CCU (60150), ED (70100), PACU (74270), 4A (61750), 4B (61770), PCR (87240) and; LG: Med/Surg (61771), Surgery (75201), ICU/CCU (60151), ED (70101), PACU (74271).

- PRN recognizes that ECH retains the right to request a Staffing Ratio Waiver through CDPH. El Camino Hospital recognizes PRN retains the right to rebut the CDPH Staffing Waiver. The mutual goal being maintaining ratios throughout the organization with appropriate adjustment of ratios by acuity.


In executing this agreement, the Union and Hospital state that this document memorializes in full all discussions and understandings made related to the Flexible Staffing Bonus Program, and acknowledges neither party has any additional rights or claims under any other potential forum. It is further agreed that this agreement will not be relied upon as the basis for any claim, grievance, or complaint in any similar or dissimilar circumstances, and will be considered as a stand-alone agreement not providing rights to any such program or compensation in any other year or for any other program.

The parties agree on the aforementioned terms as of this date 1/15/2021.


Kathryn Fisk
Chief Human Resource Officer
El Camino Hospital


Catharine Walke
President
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