

PAY DIFFERENTIAL 488
WORKFORCE STABILITY STIPEND - CERTIFIED NURSING
ASSISTANT - BARGAINING UNIT 20

Established: 10/01/2023

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
Certified Nursing Assistants	8185	R20	Up to \$9,000	9WF2	Veterans Home of California – West Los Angeles and Veterans Home of California - Yountville

CRITERIA

Effective July 1, 2023, through June 30, 2026, eligible Bargaining Unit 20 employees shall accrue a Workforce Stability stipend up to a maximum of nine-thousand dollars (\$9,000) as outlined below:

1. Certified Nursing Assistants, class code 8185, employees shall accrue a workforce stability stipend of two-hundred and fifty dollars (\$250) for each qualifying pay period worked at either Veterans Homes of California-West Los Angeles or Veterans Homes of California-Yountville between the period of July 1, 2023, through December 31, 2023, up to a maximum accrual of one thousand five hundred dollars (\$1,500) for the six (6) qualifying pay periods. The workforce stability stipend(s) earned for the period of July 1, 2023, through December 31, 2023, shall be processed as a lump sum payment in January 2024.
2. Certified Nursing Assistants, class code 8185, employees shall accrue a workforce stability stipend of two-hundred and fifty dollars (\$250.00) for each qualifying pay period worked at Veterans Homes of California-West Los Angeles or Veterans Homes of California-Yountville between the period of January 1, 2024, through June 30, 2024, up to a maximum accrual of fifteen hundred dollars (\$1500) for the six (6) qualifying pay periods. The workforce stability stipend(s) earned for the period of January 1, 2024, through June 30, 2024, shall be processed as a lump sum payment in August 2024.
3. Certified Nursing Assistants, class code 8185, employees shall accrue a workforce stability stipend of two-hundred and fifty dollars (\$250) for each qualifying pay period worked at either Veterans Homes of California-West Los Angeles or Veterans Homes of California-Yountville between the period of July 1, 2024, through December 31, 2024, up to a maximum accrual of fifteen hundred dollars (\$1500) for the 6 qualifying pay periods. The workforce stability stipend(s) earned for the period of July 1, 2024, through December 31, 2024, shall be processed as a lump sum payment in January 2025.
4. Certified Nursing Assistants, class code 8185, employees shall accrue a workforce stability stipend of two-hundred and fifty dollars (\$250) for each qualifying pay period worked at either Veterans Homes of California-West Los Angeles or Veterans Homes of California-Yountville between the period of January 1, 2025, through June 30, 2025, up to a maximum accrual of fifteen hundred dollars (\$1500) for the six (6) qualifying pay periods. The workforce stability stipend(s) earned for the period of January 1, 2025, through June 30, 2025, shall be processed as a lump sum payment in August 2025.
5. Certified Nursing Assistants, class code 8185, employees shall accrue a workforce stability stipend of two-hundred and fifty dollars (\$250) for each qualifying pay period worked at either Veterans Homes of California-West Los Angeles or Veterans Homes of California-Yountville between the period of July 1, 2025, through December 31, 2025, up to a maximum accrual of fifteen hundred dollars (\$1500) for the six (6) qualifying pay periods. The workforce stability stipend(s) earned for

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the period of July 1, 2025, through December 31, 2025, shall be processed as a lump sum payment in January 2026.

6. Certified Nursing Assistants, class code 8185, employees shall accrue a workforce stability stipend of two-hundred and fifty dollars (\$250) for each qualifying pay period worked at either Veterans Homes of California-West Los Angeles or Veterans Homes of California-Yountville between the period of January 1, 2026, through June 30, 2026, up to a maximum accrual of fifteen hundred dollars (\$1500) for the six (6) qualifying pay periods. The workforce stability stipend(s) earned for the period of January 1, 2026, through June 30, 2026, shall be processed as a lump sum payment in August 2026.
7. The employee's right to receive the workforce stability stipend shall not vest unless they are still employed in the specific Bargaining Unit 20 classification at the specified locations as outlined above.

Part-time and Intermittent employees shall receive a pro-rated share of the differential.

Workforce stability payments issued under this section shall not be considered compensation for retirement purposes.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	Yes**
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

*Retired Annuitants are not eligible unless appointed under Government Code Section 21232.

**The rate is included in the overtime calculation for hours worked in the same month the pay differential is issued.