

## **Bargaining Unit: 19**

### **Side Letter - Health Care Facility Retention Payment**

This agreement is a Side Letter of the current Memorandum of Understanding (MOU) effective July 2, 2020 through July 1, 2023, between the American Federation of State, County and Municipal (AFSCME) Bargaining Unit 19 (BU 19) and the State of California. Eligibility for Health Care Facility Retention Payment shall meet one of the following eligibility criteria.

Section 1. In recognition of those who have been in-person supporting the delivery of care to the most acute patients during the COVID-19 pandemic, all full-time employees who meet the eligibility outlined below, shall receive a one-time payment of \$1450 dollars.

#### Eligibility:

- a. BU 19 employee must have been employed by the State on January 1, 2022, and must have remained employed by the State upon the first day of the pay period following ratification and;
- b. BU 19 employee is employed in a correctional facility, correctional health facility, State Hospital, Veteran's home, and/or Developmental Services facility, and;
- c. BU 19 employee was providing services onsite 50% or more of the time during the pandemic.

Section 2. In recognition of those who have who have been in-person supporting the delivery of care and providing services to patients during the COVID- 19 pandemic, all full-time employees who meet the eligibility outlined below, shall receive a onetime payment of \$750 dollars

#### Eligibility:

- a. BU 19 employee must have been employed by the State on January 1, 2022, and must have remained employed by the State upon the first day of the pay period following ratification and;
- b. BU 19 employee is employed in Department of Rehabilitation, and;
- c. BU 19 employee was providing services to clients in person onsite 50% or more of the time during the pandemic.

Any issues or disputes arising regarding the eligibility criteria shall be subject to a complaint per section 5.2 of the BU19 MOU to be reviewed by the department head or designee, with this decision being final.

The monies received from this agreement will have no impact on the 2023 statewide contract negotiations between the State of California and AFSCME Local 2620, Bargaining Unit 19.

The eligibility and payment are not subject to the grievance and arbitration procedures in the BU 19 MOU.

If any other bargaining unit reaches agreement during a meet and confer on the subject of this side letter, and such agreement provides for a greater amount than \$1500, Bargaining Unit 19 employees in #1 shall receive the same amount.

*Patrick Gage* 6/9/2023  
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