



10/12/2023  
1:08 PM

RNPA Proposal 54, October 12, 2023

Appendix C  
Per Diem and Extra Help Nurses

1. Per Diem (PD) and Extra Help (EH) Nurses are appointments to non-permanent positions established to meet peak load or other unusual work situations.

PD and EH nurses may access sccjobs.org and complete job interest notification(s) to be notified of coded nursing positions ~~that~~ **before they** are being posted on an open/competitive basis.

2. PD nurses hired into eight (8) hour shifts are required to be available to work at least six (6) shifts a month, two of which shall be weekend shifts (if applicable). PD nurses hired into shifts longer than eight (8) hours are required to be available to work at least four (4) shifts a month, two of which shall be weekend shifts (if applicable). Four (4) weekend shifts per month may be approved as an alternate schedule to the six (6) shifts per month work requirement.  
**Based on the nurse's availability, shift shall be given to the nurse based on their date of hire**

Each PD and EH nurse must be available to work one of the three major holidays: Thanksgiving, Christmas, or New Year's Day on a rotating basis. Christmas Eve and New Year's Eve will be considered as meeting the holiday requirement for the evening shift. When assigned and worked, extra help and per diem nurses shall be paid at time and one half for all hours worked on **all of** the ~~three major~~ **legal** holidays as ~~noted above~~.

3. EH nurses are required to be available to work a minimum of four (4) shifts per month, one of which will be a weekend shift **if applicable**.
4. Each PD and EH nurse is expected to float to units within their like area(s) as set forth in Section



5. 8.14 (b), ~~however~~ PD/EH nurses are ~~not~~ eligible for the premium pay.
  
6. No nurse may receive pay in an extra help capacity in the same classification in the same department for more than 1,040 hours in any fiscal year, unless otherwise approved by the Board of Supervisors.
  - a. Should an extension of hours be requested, the County shall provide RNPA at least twenty (20) days' notice in advance of the scheduled Board of Supervisors meeting. RNPA shall respond within five (5) days of receipt of notice to request to meet and discuss or such request is deemed to have been waived.
  - b. If a request to meet is made, the County and RNPA shall meet and discuss for not more than five (5) working days. If concerns are not alleviated or agreement not reached, the County may proceed.
  - c. The Board of Supervisors may proceed without meeting should they determine circumstances justify urgent action. Reasonable advance notice will be provided to the notice with intention to proceed on such basis.
  
7. Nurses who work as PD or EH shall be compensated on an hourly basis in accordance with the provisions of the County of Santa Clara Salary Ordinance Section B. (3) **and Appendix C of the MOU.**
  
8. Overtime is defined as time worked beyond eighty (80) hours on a bi-weekly pay period, or beyond eight (8) hours in any work day except as mutually agreed upon between the County and the Association. Compensation for regular overtime shall be paid in cash at the rate of one and one-half (1 ½) times the regular hourly rate. Compensation for continuous shift overtime shall be paid in cash at the rate of one and one-half (1 ½) times the regular hourly rate for the first four (4) hours of overtime contiguous to the regular shift of a minimum of eight (8) hours and two (2) times the regular hourly rate for any additional hours worked.



9. PD or EH nurses may elect to work an alternate work day of ten (10) or twelve (12) hour shift with mutual agreement of the nurse and management. This schedule shall be a voluntary/optional alternative to an eight (8) hour work day assignment. A PD or EH nurse working an alternate ten (10) or twelve (12) hour shift shall be compensated for each hour worked at the regular hourly base pay. Hours worked in excess of ten (10) or twelve (12) hours of the alternate ten (10) or twelve (12) hour shift, shall be subject to overtime provisions. ~~(Appendix C, #7).~~
10. PD and EH nurses shall be subject to all provisions of Article 1; Article 2; Sections 3.1, 3.2, 3.4, 3.5; Article 4; Section 6.3, 6.5; Sections 7.1, 7.6, 7.7; Sections 8.1, 8.2, 8.3, 8.4, 8.5, 8.9, 8.11, 8.13, 8.14 a) ~~8.14 b) (except for differential), 8.16, 8.17, 8.18, 8.23, 8.24, 10.4, 11.3, 11.7~~ Section 13.1, 13.7; Article 14; Article 16; Article 17; Sections 18.2, 18.3, 18.4, 18.5, 18.9, 18.10, 18.11, 18.12 (except for e), 18.13; Article 19; Article 20; Article 21; Article 22 and Article 23, Appendix A and C of the Agreement between the County and RNPA.
11. The appointing authority may assign on-call duty to unclassified extra help and per diem nurses, subject to approval by the County Executive or their designee, when classified staff are not available to be on-call. As used in this section, "on-call" shall have the same definition contained in 8.6(a). The rate of pay shall be one hundred dollars (\$100) for each eight (8) hour shift, or substantial portion thereof, when assigned on-call under this section.

EH and PD nurses understand that coded nurses will be given preference over EH and PD nurses for applicable on-call shifts.
12. Each PD and EH nurse will be evaluated annually. The evaluation shall consist of a comparison of the nurse's performance against written standards established by Management for:



- 1) Work Unit competencies;
- 2) Job classification;
- 3) Unit role expectations;
- 4) Any appropriate legal or regulatory requirements.

The County and RNPA shall meet within 90 days of agreement to discuss options in assisting extra help and per diem nurses achieve employment in coded positions. Discussions shall include training for assisting extra help and per diem nurses be successful in the testing process and job advancement skills.

The County commits to train managers and supervisors on the effective use of eligible lists, filling temporary vacancies and using the recruitment process including the use of selective certification and alternatives to extra help and per diem including Provisional and Substitute Provisional appointments.

A PD nurse is eligible for and may request a performance salary increase, contingent upon achieving a rating of standard or above in all categories of the performance evaluation and provided that they have worked a minimum of 1,040 hours since the last performance increase. An evaluation used for salary increase shall not be older than 90 days. Each PD nurse may only receive one performance salary increase within a one year time frame.

An EH nurse hired at Step 1 will remain in Step 1 until 1040 hours are worked. An EH nurse will progress to the next step after completing 2080 between each step. If hired at Step 2 or higher the nurse will remain at that step with movement to subsequent steps thru step 5 after completion of each 2080 hours thereafter.

13. The parties acknowledge the value of permanent positions in maintaining quality of patient care while recognizing the need to use an appropriate staffing mix. The staffing mix accounts for flexibility and fluctuations based on peak loads and unusual work situations.



On a monthly basis the County shall provide the Association with a list of all RNPA represented PD and EH nurses' names, classification, department and hours worked. Each year during the month of July, the County shall provide the Association with a summary of all RNPA represented PD and EH hours by name, classification, department, cost center, and hours for the entire preceding fiscal year.

On a quarterly basis the County shall provide the Association with a report on the aggregate staffing mix of permanent, extra help and per diem.

14. The County and the Association shall meet on a quarterly basis during the term of the agreement to review and discuss the use of PD and EH nurses.
15. Sick Leave Policy for Non-Coded Employees  
Extra Help and Per Diem nurses are entitled to Sick Leave pursuant to California paid sick leave laws. ~~AB 1522 and the County's Sick Leave Policy for Non-Coded Nurses.~~

