



San Bernardino County

Union Leave Summary

BACKGROUND

Several unions offer union leave benefits to employees covered by their MOU. Currently, the County tracks these union leaves using the 3 TRC codes (LBR, ASNLV, and RLS).

Effective PP 04/2026, the County has established 11 new TRC codes which replace the current codes. The new codes will help improve tracking and to provide clear guidance to departments and employees on how to properly utilize and code the leaves. See below for additional information.

NEW TRCS

Authorized Employee Representatives and Grievance / Disciplinary Proceedings

- New TRC: **AUREP** - Authorized Employee Representatives
- Earn Code: PU1 (Retro Code: RU1)
- Unpaid TRC: **UPREP** - Unpaid Auth Rep
- Earn Code: UL1 (Retro Code: RL2)
- Prior TRC Used: ASNLV
- Representatives must have obtained regular status.
- Time used during regularly scheduled work hours will only be compensated by the representative's base rate of pay.

County Paid Union Training Leave

- New TRC: **PRLTL** - County Paid Union Training Leave
- Earn Code: PU5 (Retro Code: RU5)
- Prior TRC Used: ASNLV
- Please refer to the MOU to confirm the number of hours allowed for usage
- To attend periodic union provided/sponsored training (e.g., steward training), seminars and conferences.

Employee Representative Committee

- New TRC: **AURCM** - Authorized Employee Representatives
- Earn Code: PU2 (Retro Code: RU2)
- Prior TRC Used: ASNLV
- To attend Employee Representative Committee meetings

Labor Management Task Force

- New TRC: **LMTF** - Labor Management Task Force
- Earn Code: PU3 (Retro Code: RU3)
- Prior TRC Used: LBR
- To attend labor management task force meetings



San Bernardino County

Union Leave Summary

Leave Absence for Association Business – Extended

- New TRC: **LOAUE** - LOA for Association Business - Extended
- Earn Code: UL2 (Retro Code: RL3)
- Prior TRC Used: LBR
- The nurse shall be in a “without pay and without benefits” status
- The County is not required to allow return from leave to active status prior to the completion of the stated term of the LOA.

Leave Absence for Association Business – Short-Term

- New TRC: **LOAUS** - LOA for Association Business – Short Term
- Earn Code: UL3 (Retro Code: RL4)
- Prior TRC Used: LBR
- No more than five nurses in the bargaining Unit may be granted a LOA without pay of less than three months no more than two times per year to engage in Association business.
- Of the five (5), no more than three shall be from ARMC and no more than one from Corrections or any other department.

Patient Classification Committee

- New TRC: **PCC** - Pat Class Comm
- Earn Code: PU7 (Retro Code: RU7)
- Description: Pat Class Comm
- To attend the Patient Classification Committee in accordance with Title 22.

Professional Practice Committee

- New TRC: **PRC** - Prof Prac Comm
- Earn Code: PU8 (Retro Code: RU8)
- To attend the Professional Practice Committee to constructively consider and make recommendations to improve nursing practice and patient care, including health and safety matters and the use of technology as it relates to the practice of nursing, insofar as the provisions of the Agreement are not added to or otherwise modified.

Teamsters Training Center

- New TRC: **TMTTC** - Teamsters Training Center
- Earn Code: PU4 (Retro Code: RU4)
- To attend quarterly Job Application Workshops at the Training Center, upon request

Union Paid Leave of Absence

- New
- TRC: **PULA** - Union Paid Leave of Absence
- Earn Code: PU6 (Retro Code: RU6)
- Prior TRC Used: RLS
- Please refer to the MOU to confirm the number of hours allowed for usage
- Paid leave for service as a steward, officer, or representative (part-time or full-time)