

Service Employees International Union
Local 1991 Registered Nurses
2011-14 Collective Bargaining Agreement
Article XXI Group Insurance
Impasse Resolution

ARTICLE XXI – Group Insurance

4. All employees in bargaining unit shall be required to continue to contribute five percent (5%) of base wages toward the cost of coverage for group health insurance. The deduction shall be in pre-tax dollars to the extent allowable by law. Base wages is understood to mean base wages actually earned by the employee, and no contributions will be made by an employee for time not in pay status.

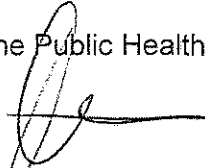
~~Effective January 4¹⁹, 2014, the monies comprising the health care contribution shall be eliminated, reinstated to the employees' pay provided however, that the Employer shall have the right to reopen this provision of the Collective Bargaining Agreement, in advance, for the purposes of negotiating whether these reductions will be continued. In the event that the Employer chooses to reopen this provision and the parties are unable to reach an agreement, the dispute shall be submitted to the County Commission, with the parties' mutual waiver of any right to a hearing before a Special Magistrate, for final resolution of the impasse in accordance with the requirements of State Law.~~

For the Union:



Martha Baker, President

For the Public Health Trust:



Carlos A. Migoya, President/CEO of the
Jackson Health Systems

Dated: 2-13-14

Dated:

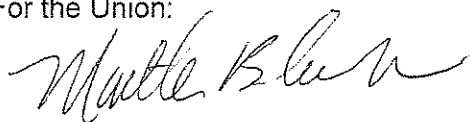
Service Employees International Union
Local 1991-Professionals
2011-14 Collective Bargaining Agreement
Article XIX Group Insurance
Impasse Resolution

ARTICLE XIX – Group Insurance

4. All employees in bargaining unit shall be required to continue to contribute five percent (5%) of base wages toward the cost of coverage for group health insurance. The deduction shall be in pre-tax dollars to the extent allowable by law. Base wages is understood to mean base wages actually earned by the employee, and no contributions will be made by an employee for time not in pay status.

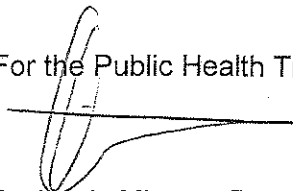
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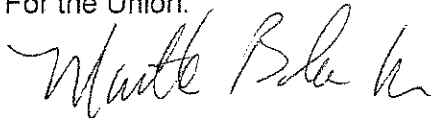
Service Employees International Union
Local 1991-Attending Physicians
2011-14 Collective Bargaining Agreement
Article XVIII Group Insurance
Impasse Resolution

ARTICLE XVIII – Group Insurance

4. All employees in bargaining unit shall be required to continue to contribute five percent (5%) of base wages toward the cost of coverage for group health insurance. The deduction shall be in pre-tax dollars to the extent allowable by law. Base wages is understood to mean base wages actually earned by the employee, and no contributions will be made by an employee for time not in pay status.

~~Effective January 19, 2014, the monies comprising the health care contribution shall be eliminated, reinstated to the employees' pay provided however, that the Employer shall have the right to reopen this provision of the Collective Bargaining Agreement, in advance, for the purposes of negotiating whether these reductions will be continued. In the event that the Employer chooses to reopen this provision and the parties are unable to reach an agreement, the dispute shall be submitted to the County Commission, with the parties' mutual waiver of any right to a hearing before a Special Magistrate, for final resolution of the impasse in accordance with the requirements of State Law.~~

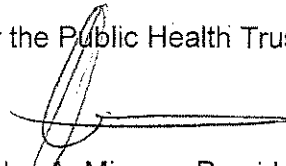
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Martha Baker, President

Dated: 2-13-14

For the Public Health Trust:



Carlos A. Migoya, President/CEO of the
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