

IN THE MATTER OF THE NEGOTIATIONS BETWEEN SEIU LOCAL 1991 AND
THE PUBLIC HEALTH TRUST

WHEREAS, the parties are currently in negotiations:

AND WHEREAS the parties wish to resolve these negotiations;

NOW THEREFORE, the parties agree that Article XXXIV (RNs), Article XXX (Professionals), and Article XXXI (Attending Physicians) of the collective bargaining agreements will be amended as follows:

GAIN SHARING AGREEMENT

The Parties agree to the one-time implementation of an Employee Gain Sharing Plan whereby employees in the SEIU RN, Professionals, and Attending Physicians bargaining units¹ will receive a one-time, non-pensionable cash payout in the amount of two percent (2%) of his or her total base pay (excluding any overtime (i.e., hours worked above 80 in a pay period), premium pay, differentials, etc.) for the 12 month period ended September 30, 2013. The Employee Gain Sharing Plan shall not be funded by any of the General Obligation Bond (GOB) funds. SEIU bargaining unit members will not receive a cost of living adjustment (COLA) or merit increase for the 2013-2014 fiscal year.

Service Employees International Union,
Local 1991

By: _____

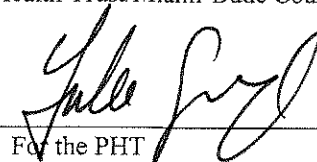

For SEIU Local 1991

Date: _____

Feb 13, 2014

Public Health Trust/Miami-Dade County

By: _____


For the PHT

Date: _____

2.13.2014

¹ Bargaining unit members eligible for compensation pursuant to this Agreement will be those hired prior to April 1, 2013 as follows: all regular full time and part time employees in the bargaining units; per-diems in the RN bargaining unit who average 20+ hours per workweek; and bargaining unit members scheduled to work less than full time up to hours worked (capped at 80 hours) per pay period.