



Employee/Labor Relations & Workforce Compliance  
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December 27, 2021

VIA e-mail: Martha@seiu1991.org

Martha Baker, President  
Service Employees International Union (SEIU) Local 1991

**RE: Amendment on Eligibility Requirements – Temporary Call Out Incentive**

Dear Ms. Baker,

This Agreement is entered into this <sup>th</sup> 28 day of December, 2021 by and between the Jackson Health System/Public Health Trust of Miami-Dade County (the “JHS”) and the Service Employees International Union, Local 1991 (“SEIU”).

**WHEREAS**, the parties agree that there is a critical need for staffing in certain units and classifications as a result of the recent surge Covid-19 cases;

**NOW THEREFORE**, in consideration of the mutual covenants contained herein, the Parties hereby agree to amend the December 23<sup>rd</sup> “Staffing – Temporary Call Out Incentive” MOU, and are voluntarily entering into this MOU, which contains the following agreements and stipulations:

1. Effective **December 26, 2021 to February 5, 2022**, the following 3 incentive programs will be offered to all Full-Time and Part-Time eligible classifications listed in the previous MOU under “Eligible Classifications & Pay Schedule” and in all cost codes. The incentive period may be extended upon mutual agreement.
2. All 3 incentive options are independent of one another
3. The 500 hour of personal leave (PL) cap will be lifted until March 31<sup>st</sup>, 2022. On March 31<sup>st</sup>, any hours in excess of 480 hours will be automatically cashed out and paid in April 2022.

**Eligibility Requirements**

**Eligibility for Option 1: Extra Shift Bonus Tiers**

- Unplanned Leave (PLU), Personal Leave (PL), Extended Illness, or any utilization of non-productive time during the bi-weekly period will disqualify you from this incentive
- Eligible classifications in departments that are closed on December 31<sup>st</sup> will not be disqualified from the incentive program if they use PL.
- Late arrivals and early departures up to 1 hour will not disqualify an employee from this incentive program, so long as these occurrences do not occur more than twice in a pay period. Note: the tardiness and call out policy would apply for corrective action purposes.
- Extra shifts will be paid on actual extra shifts worked
- Employees must work all regularly scheduled shifts
- Employees must adhere to the daily CARE check-in process

If all conditions are met, eligible employees will receive the corresponding tiered rate on all extra shifts worked.

**Eligibility for Option 2: Call Out Incentive**

- Unplanned Leave (PLU), Extended Illness, or any utilization of non-productive time during the incentive period will disqualify you from this incentive, with the exception of any **pre-approved** personal leave (PL) time
- Eligible classifications in departments that are closed on December 31<sup>st</sup> will not be disqualified from the incentive program if they use PL.
- Late arrivals and early departures up to 1 hour will not disqualify an employee from this incentive program, so long as these occurrences do not occur more than twice in a pay period. Note: the tardiness and call out policy would apply for corrective action purposes.

*Martha Baker*  
12/28/21  
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- Employees must work all regularly scheduled shifts
- Employees must adhere to the daily CARE check-in process

If all conditions are met, eligible employees will receive the corresponding lump-sum bonus payment two (2) pay periods after this 6-week incentive period has concluded.

**Eligibility for Option 3: Cash Out up to 80 Hours**

- Unplanned Leave (PLU), Extended Illness, or any utilization of non-productive time during the incentive period will disqualify you from this incentive, with the exception of any pre-approved personal leave (PL) time
- Eligible classifications in departments that are closed on December 31<sup>st</sup> will not be disqualified from the incentive program if they use PL.
- Late arrivals and early departures up to 1 hour will not disqualify an employee from this incentive program, so long as these occurrences do not occur more than twice in a pay period. Note: the tardiness and call out policy would apply for corrective action purposes.
- Employees must work all regularly scheduled shifts
- Employees must adhere to the daily CARE check-in process

If all conditions are met, eligible employees will receive an option to elect a cash out of up to 80 hours of personal leave (PL) time to be paid two (2) pay periods after this 6-week incentive period has concluded. Management will notify eligible employees following the conclusion of this 6-week incentive period.

**IN WITNESS HEREOF**, the undersigned Parties have caused this MOU to be executed by their duly authorized representatives as of the day and year written above.

Service Employees International Union, Local 1991

Jackson Health System/Public Health Trust

Martha Baker RN 12-28-21  
Signature Date

Enbar Cohen 12/28/21  
Signature Date

MARTRA BAKER, RN  
Printed Name

ENBAR COHEN 12/28/21  
Printed Name