



**Employee/Labor Relations &
Workforce Compliance**
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February 1, 2022
VIA e-mail: Martha@seiu1991.org

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

RE: Shift Bonus – Cath Lab/Interventional Radiology Clinical Staff Nurses & Associate Nurse Managers

Dear Ms. Baker,

This Agreement is entered into this 3rd day of February, 2022 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 need for JHS to implement incentives to recruit and retain dually trained Cath Lab/Interventional Radiology Clinical Staff Nurses to effectively meet its current needs;

NOW THEREFORE, in consideration of the mutual covenants contained herein, the Parties hereby agree to voluntarily enter into this MOU, which contains the following agreements and stipulations:

1. In an effort to recruit and retain experienced and dedicated nurses, and in recognition of the increased demand for dually trained Cath lab and Interventional Radiology Clinical Staff Nurses and Associate Nurse Managers, JHS shall implement a shift bonus in the amount of **\$5 per hour** for all hours worked.

To be eligible for the shift bonus, an employee must be a full-time or part-time w/benefits active employee, and have the skill, training, and competency, or actively be in the cross-training program, to deliver both Cath lab and Interventional Radiology care and demonstrate competency to work on their applicable team and take call independently, evidenced by a completed clinical competency checklist.

2. The shift bonus will be provided to eligible employees upon the beginning of their cross-training program.
3. To remain eligible for the shift bonus, employees must maintain training and competency requirements.
4. Training and competency requirements will be established no longer than 60 days from the effective date of this agreement with subject matter experts. On-call frequency will be addressed in the training and competency requirements.
5. The shift bonus will cease if the employee fails to maintain training and competencies, or withdraws from the cross-training program.
6. The Parties agree that this is a one-time non-precedent setting agreement, that no promise, inducement or agreement not expressly contained herein has been made, that this MOU contains the entire agreement between the Parties hereto, and that the terms of the MOU are contractual and not a mere recital.
7. JHS agrees to provide the Union with a minimum of 24 hours’ notice of its intention to start and/or stop this program.

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

Marta Bule 2-3-22
Signature Date

Eriqer Cohen 2/2/22
Signature Date

MARTA BULE, RN
Printed Name

Eriqer Cohen
Printed Name