



Employee/Labor Relations & Workforce Compliance
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Miami, FL 33136-1096
305-585-6771

March 17, 2022

VIA e-mail: Martha@seiu1991.org
Martha Baker, Executive Director
Service Employees International Union (SEIU) Local 1991

RE: Increasing Sign-On Bonus – All positions in Company 710 – AP Bargaining Unit

Dear Ms. Baker,

This Agreement is entered into this 17 day of March, 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 the PHT to implement the following initiatives regarding the

- Recruitment incentives to ensure that the hospital system attracts and retains qualified experienced Physicians; Applies to all positions part of the SEIU – Attending Physicians, Company 710 Bargaining Unit.

NOW THEREFORE, the Parties agree as follows:

1. In an effort to attract and retain qualified Physicians, the PHT may implement a recruitment incentive program for the purpose of providing cash incentives to recruit and retain newly hired Physicians. To be eligible for the recruitment incentives, new hires must meet all PHT employment screening requirements for the position applied for and must accept a full-time position with the PHT. At the time of hire, new hires eligible for participation in the program will be required to execute and comply with all of the terms of the PHT’s Recruitment Incentive Agreement. All current Jackson Health System employees are not eligible for this recruitment bonus. Bonus Amounts will be as follows:

Years of Experience	Eligible Amount
0 to 1 year of direct experience	\$15,000
1 ⁺ to 3 years of direct experience	\$20,000
3+ years of direct experience	\$25,000

MB

2. The recruitment incentive pay will be paid in one lump sum on the first pay period after the Physician’s hire date. Recipients of this recruitment incentive pay, who within twenty-four (24) months of their hire date (i) voluntarily resigns from his/her position at the PHT; (ii) voluntarily reduces his/her schedule to anything less than full-time; (iii) voluntarily elects to transfer to per diem status; (iv) or, is terminated for cause by the PHT, shall be obligated to repay the full amount of the recruitment incentive pay received within ten (10) days after receipt of written notice from the PHT.
3. PHT Talent Acquisition will be responsible for monitoring the new hire’s/participant’s employment throughout the agreement period for compliance with the incentive program’s requirements.
4. The PHT may stop the implementation of this Recruitment Program at any time with thirty (30) days written notice to the union.

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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

Martha Baker 3-18-22
Signature Date

MARTHA BAKER, RN
Printed Name

Jackson Health System/Public Health Trust

Elior Cohen 3/17/21
Signature Date

Elior Cohen
Printed Name