



Employee/Labor Relations &
Workforce Compliance
1500 NW 12th Ave, HR Suite 106W
Miami, FL 33136-1096
305-585-6771

January 25, 2022

VIA e-mail: Martha@sciu1991.org

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

RE: Job Basis Employees -- Inpatient RN ESB

Dear Ms. Baker,

This Agreement is entered into this 24th day of January, 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 critical need for staffing in certain units and classifications as a result of the recent surge of Covid-19 cases;

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. Any full-time, exempt employee, regardless of their current classification, who meet the minimum qualifications of a Clinical Staff Nurse role, may pick up an extra shift as a Clinical Staff Nurse, so long as they meet the minimum education and qualifications of the role.
2. In order to be eligible to pick up an extra shift, an employee must have worked all regularly scheduled shifts.
3. For any additional extra shifts worked beyond all regularly scheduled shifts, employees will receive their current classification's base hourly rate or per diem rate, whichever is greater, in addition to an extra shift bonus in the amount of:

8- hour shift	\$400
10-hour shift	\$450
12-hour shift	\$750

4. Management has the sole discretion to approve or deny picking up an extra shift based on whether the employee has the competency and skill to take on a patient assignment.
5. Management has the right to turn off this extra shift incentive program with 24 hours' notice to the Union.

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 RN 1-26-22
Signature Date

MARTHA BAKER, RN
Printed Name

Jackson Health System/Public Health Trust

Erik Cohen 1/25/22
Signature Date

Erik Cohen
Printed Name