

**Employee/Labor Relations &
Workforce Compliance**

1500 NW 12th Ave, HR Suite 106W
Miami, FL 33136-1096
305-585-6771

March 24, 2022

VIA e-mail: Martha@seiu1991.org

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

RE: Pay Supplement – Psychiatrist

Dear Ms. Baker,

This Agreement is entered into this 25 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 critical need for staffing in certain units;

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. A temporary pay supplement will be awarded for working an unscheduled extra shift in any work week, so long as all regularly scheduled shifts are worked, and no unproductive time is used during the given work week.
2. The following classifications will be eligible for the extra shift supplemental pay:

Classification	Eligible Job Codes	8-Hour Payment	12-Hour Payment
Lead Psychiatrists, BHH/Lead Psychiatrists, CHS/Psychiatrist	3292/3240/2807	\$ 700	\$ 1,000

3. The eligible areas for the extra shift pay supplement are Corrections Health Services and the Crisis/ED at Behavioral Health.
4. Section 9 of the Attending Physicians Collective Bargaining Agreement will continue to apply
Section 9: Additional Shift Compensation – CHS and BHH: Upon ratification, all attending physicians and psychiatrists that work an additional shift at Correctional Health Services or at the Behavioral Health Hospital will be paid one hundred and fifty (\$150.00) dollars per hour for all hours worked in the additional shift. The employees who work these additional shifts will be eligible to receive a night shift differential and BHH supplement.
5. On-call and call back shift work is not applicable for the pay supplement.
6. Per Diem employees are not eligible for the pay supplement.
7. The Parties agree that this is a onetime non-precedent setting agreement. The parties also agree that no promise, inducement or agreement not expressly contained herein has been made, that the agreement

contains the entire agreement between the parties hereto, and that the terms of this agreement are contractual and not a mere recital.

- 8. JHS will provide SEIU with a minimum of 24 hours' notice of its intention to start and stop the pay supplement.

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



3/25/22

Signature

Date

MARTHA BAKER, RN

Printed Name



3/25/22

Signature

Date

Erbar Cohen

Printed Name