

**MEMORANDUM OF UNDERSTANDING**  
**Flu Vaccine**

This Memorandum of Understanding ("MOU") entered into this 9<sup>th</sup> day of December 2020, by and between the Jackson Health System/Public Health Trust ("JHS"), and the Service Employees International Union, Local 1991 (SEIU) collectively referred to as the "Parties".

**WHEREAS**, the Parties recognize the need to continue to protect themselves and others during pandemic and epidemic periods and thus recognize the need to wear masks while on JHS property in accordance with lawful federal, state, or local government COVID-19 emergency orders and in accordance with JHS's designated flu vaccination policy;

**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. Effective upon execution of this MOU all bargaining unit members must adhere to the Trust's flu vaccination policy while on any JHS/PHT property by wearing masks that cover their nose and mouth from October 1<sup>st</sup> to March 31<sup>st</sup> of each year. These employees must wear masks at all times while on any JHS/PHT property and may only remove masks while participating in activities in which a mask cannot be practically worn such as eating, drinking or utilizing equipment which cannot be operated with a mask, or when alone in an enclosed room or space. This mask requirement is in addition to the mask requirements that may lawfully exist because of the COVID-19 pandemic. We strongly encourage all bargaining unit members to receive an annual flu vaccine during the above-mentioned flu season.
2. The Parties agree that this is a onetime 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 this MOU are contractual and not a mere recital; and

**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 (SEIU)

Jackson Health System/Public Health Trust

Martha Baker RN 12-9-20  
Signature Date

[Signature] 12-9-2020  
Signature Date

MARSHA BAKER, RN  
Printed Name PRESIDENT SEIU 1991

Roberto Campos-Marguetti  
Printed Name Director Employee/Labor Relations