

**MEMORANDUM OF UNDERSTANDING**

This **Memorandum of Understanding** is entered into this 27 day of August, 2021, by and between Jackson Health System/Public Health Trust (“JHS”) and Service Employees International Union, Local 1991 (“SEIU”), collectively referred to as the “parties.”

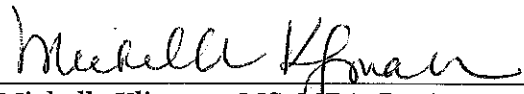
**WHEREAS**, the parties agree that there is a critical staffing shortage requiring the need for existing bargaining unit employees to pick up extra shifts; and


**WHEREAS**, the parties agree that due to this critical staffing shortage, bargaining unit employees will not be able to use their accrued personal leave at the frequency they normally do and may have to forego previously planned personal leave;

**NOW THEREFORE**, in consideration of the mutual covenants contained herein, the parties hereby agree to the following:

1. JHS will lift the 500-hour personal leave cap allowing all bargaining unit members in the SEIU Registered Nurses, Professionals, and Attending Physicians bargaining units to accrue over the 500-hour maximum without any loss of personal leave during the time the cap is lifted;
2. The 500-hour personal leave cap will be reinstated in accordance with Article XIII, Section 1(F) of the SEIU Registered Nurses collective bargaining agreement (“CBA”), Article XIII, Section 1(F) of the SEIU Professionals CBA, and Article XII, Section 1(F) of the SEIU Attending Physician CBA on January 1, 2022;
3. On December 31, 2021, bargaining unit members who have accumulated more than 500 hours will have all hours in excess of 480 hours automatically paid out to them.

**IN WITNESS HEREOF**, the undersigned Parties have caused this Memorandum of Understanding to be executed by their duly authorized representatives as of the day and year written above.

  
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Michelle Kligman, MS, MBA, Psy.D      Date  
SVP of Human Resources & CXO  
Jackson Health System

  
\_\_\_\_\_  
Martha Baker, RN      08/27/21  
President      Date  
SEIU, Local 1991