



**Employee/Labor Relations &  
Workforce Compliance**

1500 NW 12<sup>th</sup> Ave, HR Suite 106W  
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305-585-6771

February 11, 2022

VIA e-mail: Martha@seiu1991.org

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

**RE: SpeakUp Award**

Dear Ms. Baker,

This Agreement is entered into this 11 day of February, 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 desire and need in promoting a culture where employees are empowered to speak up about safety concerns that provide opportunities to improve employee and patient safety and satisfaction;

**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. On a monthly basis, JHS will review prior month's near miss events submitted through the RLDatix reporting system, and identify an outstanding Speak Up event, if any, for each facility.
2. The employee(s) will be rewarded with one (1) gift card in the amount of \$25.
3. The identified employee to be rewarded may come from any classification within the facility.
4. JHS may reward more than one (1) employee per month in instances of multiple exceptional Speak Up events.
5. A "Speak Up" certificate will be awarded to the employee and will be placed in the employee's file.
6. The Parties agree that this is a one-time 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 the MOU are contractual and not a mere recital.
7. JHS agrees to provide the Union with a minimum of 24 hours' notice of its intention to start and/or stop this program.

**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

*Martha Baker RN*

2/11/22

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Signature

Date

Martha Baker, RN

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Printed Name

*Enbar Cohen*

2/11/22

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Signature

Date

Enbar Cohen

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Printed Name