

**MEMORANDUM OF UNDERSTANDING**

This **Memorandum of Understanding** is entered into this 11 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 Clinical Staff Nurses and Associate Nurse Managers to pick up extra shifts; and


**WHEREAS**, the parties agree that the current extra shift rate of five hundred dollars (\$500.00) is not a sufficient incentive for these nurses to pick up extra shifts in light of the current state of the Covid-19 pandemic;

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

1. Effective upon ratification of this agreement, all Clinical Staff Nurses and Associate Nurse Managers who pick up an extra twelve (12) hour shift in a unit that is eligible for extra shift bonuses will receive an extra shift bonus for each extra shift worked in the amount of seven hundred and fifty dollars (\$750.00).
2. To be eligible for this extra shift bonus, Clinical Staff Nurses and Associate Nurse Managers must work all shifts in their normal schedule in a pay period without the use of planned, unplanned, or any other leave time in addition to the extra shift(s).
3. JHS shall provide SEIU a minimum of twenty-four (24) hours’ notice of its intention to stop or reduce this extra shift bonus incentive program.

**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

      8/11/21  
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Martha Baker, RN      Date  
President  
SEIU, Local 1991