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LANDING

This Memorandum of Understanding is entered into on this ^{21st} day of April, 2022, by and between the Public Health Trust/Miami-Dade County (hereafter "PHT"), and the Service Employees International Union, Local 1991 (hereafter "SEIU"). The PHT and SEIU shall be collectively referred to as "the Parties." The Parties agree as follows:

WHEREAS, there is a need to provide the CRNAs with a flexible work schedule for staffing purposes and provide them with additional benefits under certain circumstances;

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. The PHT agrees to pay overtime pay (time and one-half the normal pay rate) for hours worked beyond the CRNA's scheduled shift and when called back for ON-Call JMH Liver Call.
2. The PHT agrees that CRNA's who have a regular schedule of a 4-day workweek shall not be scheduled on-call the day before their scheduled day off.
3. (a) The PHT agrees to grant administrative leave (AD) to the CRNA who has either been called in to work or who has been requested to work beyond his/her scheduled shift and is scheduled to return to work with less than eleven and a half (11 ½) hours rest break between the ending of the most recent shift and the start of the next regularly scheduled shift. The PHT shall grant AD time to CRNA's in this circumstance for their successive shift up to a maximum of 11.5 hours.
(b) The PHT will provide a maximum of eleven and a half (11 ½) hours rest prior to returning to work. The CRNA will have the option of: (1) Working the balance of the scheduled shift; (2) Supplementing the AD Leave with Personal Leave (PL) for the remainder of the scheduled shift; or (3) Taking the remainder of the scheduled shift as unpaid leave.
(c) Exception: Scheduled overtime shifts are excluded from the Administrative Leave entitlement period.
4. The PHT agrees to reimburse full-time CRNA's up to five hundred (\$500.00) dollars per calendar year for CME credits and travel, lodging and professional dues. Appropriate

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before the end of the calendar year. All reimbursements require supervisory approval.

5. The PHT agrees to give full-time CRNA's an additional two (2) days of Educational Leave per contract year, up to a maximum of seventy-two (72) hours depending on the hours of the shifts worked.
6. The PHT agrees that the CRNA's may do self-scheduling using parameters provided by management and providing the self-scheduling meets staffing needs while decreasing use of overtime, agency and Travelers expense.
7. 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 WHEREOF, 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
Local 1991

Matthew Baker
Signature Date

Matthew Baker
Printed Name

Jackson Health System/Public Health Union,
Trust

Roberto 4/21/20
Signature Date

Roberto Campos Maguetti
Printed Name

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