

MEMORANDUM OF UNDERSTANDING

This Agreement is entered into this 23rd day of MAY, 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 because of market pressures there is a need to make market adjustments to certain Social Work and CMH Counselor classifications so that we can remain competitive in the market and be able to recruit and retain employees in these essential classifications;

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. **Social Worker, BSW:** The step schedule for employees in the classification of Social Worker, BSW will be revised by making Step five (5) the new Step one (1) in the revised step schedule and the remaining steps in the revised step schedule will be adjusted accordingly. This revised step schedule will have a 4.2% variance between steps. Employees in this classification will transition to the newly revised step schedule by remaining at the same step number they occupied on the old step schedule.
2. **Clinical Social Worker, MSW:** The step schedule for employees in the classification of Clinical Social Worker, MSW will be revised by making Step four (4) the new Step one (1) and the remaining step numbers in the revised step schedule will be adjusted accordingly. This revised step schedule will have a 4.2% variance between steps. Employees in this classification will transition to the newly revised step schedule by remaining at the same step number they occupied on the old step schedule.
3. **Clinical Social Worker Transplant:** The step schedule for employees in the classification of Social Worker Transplant will be revised by making Step four (4) the new Step one (1) and the remaining step numbers in the revised step schedule will be adjusted accordingly. This revised step schedule will have a 4.2% variance between steps. Employees in this classification will transition to the newly revised step schedule by remaining at the same step number they occupied on the old step schedule. For purposes of reassignments and layoffs, employees in this classification will be allowed to bump or be reassigned into the Clinical Social Worker, MSW classification.
4. **Licensed Clinical Social Worker & Jail Diversion Corrections Specialist:** The step schedules for employees in the classifications of Licensed Clinical Social Worker and Jail Diversion Corrections Specialist will be revised by making Step five (5) the new Step

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one (1) and the remaining steps numbers in the revised step schedules will be adjusted accordingly. This revised step schedule will have a 4.2% variance between steps. Employees in these classifications will transition to the newly revised step schedules by remaining at the same step number they occupied on the old step schedules.

5. **CMH Counselor 2:** This classification will be retitled to a new classification Mental Health Intake Specialist. The step schedule for employees in the retitled classification of Mental Health Intake Specialist will be the step schedule of the CMH Counselor 2 revised by making Step seven (7) the new Step one (1) in the revised step schedule and the remaining step numbers on the revised step schedule will be adjusted accordingly. This revised step schedule will have a 4.2% variance between steps. Employees in this classification will transition to the newly revised step schedule by remaining at the same step number they occupied on the old step schedule. The time spent in the former classification will count towards the employee's seniority in the new retitled classification.
6. **CMH Counselor 3:** This classification will be eliminated and the existing employees in this classification will be split into two existing classifications – Health Services Counselor (currently not an active classification) or Clinical Social Worker, MSW and will transition into the newly revised step schedules based on their qualifications and experience using the meet or beat method with at least a 4.2% increase. The time spent in the former classification will count towards the employee's seniority in the new classification.
7. **CMH Counselor 4:** This classification will be eliminated and the existing employees in this classification will be split into two existing classifications – Licensed Health Services Counselor or Licensed Clinical Social Worker and will transition into the newly revised step scheduled based on their qualifications and experience using the meet or beat method with at least a 4.2% increase. The time spent in the former classification will count towards the employee's seniority in the new classification.
8. **Licensed Health Services Counselor & Licensed Mental Health Counselor:** The Licensed Health Services Counselor and the Licensed Mental Health Counselor classifications will be consolidated into one classification titled Licensed Health Services Counselor. The step schedule for employees in the consolidated classification of Licensed Health Services Counselor will be the former Licensed Mental Health Counselor step schedule revised by making Step five (5) the new Step one (1) in the revised step schedule and the remaining step numbers on the revised step schedule will be adjusted accordingly. Employees in consolidated classification (where current job titles will be eliminated) will first move to the new classification at a meet/beat method with at least a 4.2% increase and then adjusted to the step increase as applicable for the new classification. All employees in consolidated classifications will maintain their current job seniority. The new step schedule will have a 4.2% variance and 13 steps. All current Licensed Health Service Counselors who held this position prior to the aforesaid

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consolidation will receive the above-mentioned market adjustment retroactive to October 1, 2021.


9. **Social Worker Supervisor & Social Worker Supervisor, Transplant:** The Social Worker Supervisor and the Social Worker Supervisor, Transplant classifications will be consolidated into one classification titled Social Worker Supervisor. The step schedule for employees in the consolidated classification of Social Worker Supervisor will be the Social Worker Supervisor step schedule revised by making Step four (4) the new Step one (1) in the revised step schedule and the remaining step numbers will be adjusted accordingly. One step will be added to the top of the step plan to allow for thirteen (13) steps in this step schedule. Employees in consolidated classification (where current job titles will be eliminated) will first move to the new classification at a meet/beat method with at least a 4.2% increase and then adjusted to the step increase as applicable for the new classification. All employees in consolidated classifications will maintain their current job seniority. The new step schedule will have a 4.2% variance and 13 steps.
10. Employees in the classification of Licensed Health Services Counselor who are Licensed Clinical Social Workers will be move retroactively to the classification of Licensed Clinical Social Worker and will receive the October 1, 2021 market adjustment minus the three percent (3%) salary increase they received as Licensed Health Services Counselors. Once adjusted, they will receive the market adjustment described above in paragraph 4.
11. All the above mentioned classifications will have 13 steps in their respective step plan schedule. No step progressions will be affected as a result of the above-mentioned changes.
12. The above-mentioned market adjustments will take effect the beginning of the next pay period after the execution of this Memorandum of Understanding.
13. 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.

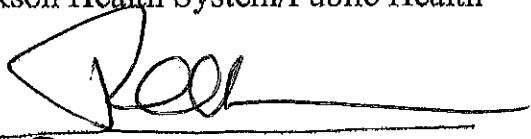
IN WITNESS HEREOF, the undersigned Parties have caused this MOU to be executed by their duly authorized representatives as of the day and year written above.

Service Employees International Union, Local 1991
Trust

Jackson Health System/Public Health


Wesley Chan
SEIU REP


EX. DIR. SEIU
May 23, 2022


Roberto Campos-Marguetti
Director Employee/Labor Relations