



Employee/Labor Relations & Workforce Compliance
1500 NW 12th Ave, HR Suite 106
Miami, FL 33136-1096
305-585-6771

June 28, 2022

VIA e-mail: Martha@seiu1991.org
Martha Baker, Executive Director
Service Employees International Union (SEIU) Local 1991

RE: Pediatric Transport

Dear Ms. Baker,

This Agreement is entered into this 28 day of June, 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 increase the salary incentives to participate in the Neonatal Pediatric Transport Team;

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. This Agreement will go into effect July 10, 2022.
2. Members of "Team A" of the Neonatal Pediatric Transport team (*defined as Part-Time and Full-Time Nurses in cost code 64615*) will receive a two (2) step increase to their base salary. These employees are hired into the Neonatal Pediatric Transport department.
3. Members of "Team B" of the Neonatal Pediatric Transport team (*defined as Part-Time and Full-Time Nurses in cost codes 62605 and 62505*) will receive a one (1) step increase to their base salary. Eligibility for Team B requires completion of training and competencies to transport neonatal and pediatric critical care patients. Members of Team B will only be scheduled to work on-call for the Neonatal Pediatric Transport Team.
4. Members of Team A and B who are on-call and complete a patient transport will receive a one-hundred dollar (\$100.00) bonus for every transport trip in which they participate. Team A will not receive the bonus when transporting patients during their regular shift.
5. Members of Team A and B will be required to be on-call for four (4) eight (8) -hour shifts per four (4)-week schedule period. Members of Team A and B who are scheduled for on-call will receive the on-call pay as defined in Article XI, Section 7 On-Call Pay of 2020-2023 RN CBA.
6. In cases where an employee has one week or more of continuous vacation, on-call shifts will be pro-rated.
7. Eligible nurses who are not able to fulfill the above requirements will be removed from the Neonatal Pediatric Transport Team and their pay exceptions will be eliminated immediately.
8. Nurses who are not members of Team A or Team B but are asked to assist in a patient transport will receive a two-hundred dollar (\$200.00) pay supplement per transport.

MB Baker
6-28-22

- 9. The pay exceptions described in (1) and (2) are pensionable and will be used toward the calculation of overtime.
- 10. The above-mentioned step increases and bonuses will take effect the beginning of the next pay period after the full execution of this MOU.
- 11. 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

Jackson Health System/Public Health Trust

Martha Baker RA 6-28-22
Signature Date

Enbar Cohen 6/28/22
Signature Date

MARTHA BAKER, RA
Printed Name

Enbar Cohen
Printed Name