



Employee/Labor Relations & Workforce Compliance
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 Miami, FL 33136-1096
 305-585-6771

August 11, 2022

VIA e-mail: Martha@seiu1991.org

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

RE: Tiered Per Diem Rates

Dear Ms. Baker,

This Agreement is entered into this 11 day of August, 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 the demands of the market, the Public Health Trust must take necessary steps to attract and retain clinical staff;

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. **Crisis Period Shift Pay Program:** In an effort to recruit experienced per diem clinical staff nurses, PHT will continue to implement Crisis Period Shift Enhancement Pay Program to allow the Trust to compensate eligible per diem clinical staff nurses for working a certain number of shifts.
2. Effective August 21, 2022, Per diem clinical staff nurses who are recognized as bargaining unit members of the SEIU RN Collective Bargaining Agreement (per diem employees who average 20 or more hours weekly) will be eligible for this overlay pay as delineated below:

Per Diem Temporary Shift Rate			
NUMBER OF SHIFT/S	Base	Overlay	Total Hourly
1-2 SHIFTS	\$ 40.00	\$ 7.00	\$ 47.00
3-4 SHIFTS	\$ 40.00	\$ 12.00	\$ 52.00
5 SHIFTS	\$ 40.00	\$ 17.00	\$ 57.00
6+ SHIFTS	\$ 40.00	\$ 22.00	\$ 62.00

3. This shift pay will apply to all inpatient per diem clinical staff nurses caring for patients.

Handwritten signature: M. Baker 8/11/22

4. This shift pay is being paid at the end of each pay period and all differentials will apply. This program has taken effect and will continue until the crisis is lifted
5. 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 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 Union, Local 1991

Jackson Health System/Public Health Trust

Marta Bacer RN 8-11-22
Signature Date

Enbar Cohen 8/11/22
Signature Date

MARTA BACER, RN
Printed Name

Enbar Cohen
Printed Name