



Employee/Labor Relations &

1500 NW 12th Ave, HR Suite 106W
Miami, FL 33136-1096
305-585-6771

September 23, 2022

VIA e-mail: Martha@seiu1991.org

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

RE: Temporarily Increasing ESB

Dear Ms. Baker,

This Agreement is entered into this 23rd day of SEPTEMBER, 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 there is a critical need for staffing in certain units and classifications as a result of the recent surge Covid-19 cases;

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. Effective pay period beginning September 18, 2022, the parties agree to maintain the extra shift bonus amounts for Clinical Staff Nurses (JC:1137) and Associate Nurse Managers (JC: 1161) in Labor and Delivery (cost code: 61905), Labor and Delivery OR (61610), and Antenatal Testing Unit (61600) at Holtz Children's & Women's at \$750 for a 12-hour shift, \$450 for a 10-hour shift, and \$400 for an 8-hour shift.
2. Effective October 16, 2022, the extra shift bonus rates will decrease to \$375 for a 12-hour shift, \$225 for a 10-hour shift, and \$200 for an 8-hour shift.
3. To be eligible for this extra shift bonus, employees 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).
4. Per Diem employees are not eligible for participation in this bonus program
5. All requirements and eligibility rules for the extra shift bonus program will remain unchanged.
6. JHS agrees to provide the Union with a minimum of 24 hours' notice of its intention to start and/or stop this program.
7. The Parties agree that this a one-time non-precedent setting agreement. The parties agree that no promise, inducement or agreement not expressly contained herein has been made, that the agreement contains the entire agreement between the parties hereto, and that the terms of this agreement 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

Martha Baker 9-23-22
Signature Date

MARATHA BAKER, RN
Printed Name EX DIR. SEIU 1991

Jackson Health System/Public Health Trust

Enbar Cohen 9/23/22
Signature Date

Enbar Cohen
Printed Name