



**Employee/Labor Relations & Workforce Compliance**

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October 13, 2022  
VIA e-mail: Martha@seiu1991.org  
Martha Baker, Executive Director

This Agreement is entered into this 13 day of October, 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 to provide competitive market rates to recruit and retain caregivers,

**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 October 16, 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 & Delivery (cost code: 61905), Labor and Delivery OR (cost code: 61610), Antenatal Testing Unit (cost code: 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 30, 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 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. The Parties agree that this is a onetime non-precedent setting agreement. The parties also 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

Jackson Health System/Public Health Trust

Martha Baker 10-18-22  
Signature Date

Enbar Cohen 10/13/22  
Signature Date

MARTHA BAKER, RN  
Printed Name EX DIR. SEIU 1991

Enbar Cohen  
Printed Name