



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

December 2, 2022
 VIA e-mail: Martha@seiu1991.org

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

RE: Organ Placement Positions

Dear Ms. Baker,

This Agreement is entered into this ^{2nd} day of Dec, 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 in recruiting and retaining the hard-to-fill positions of Organ Placement Preservation Coordinator and Organ Placement Clinical Coordinator RN,

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 the following pay period after this agreement is fully executed, the pay scale for Organ Placement Preservation Coordinator (job code 3109) will be amended as reflected below:

Job Code	Title	1	2	3	4	5	6	7	8	9	10	11	12
3109	Organ Placement Preservation Coord	28.7087	29.9143	31.1708	32.4800	33.8441	35.2656	36.7467	38.2901	39.8983	41.5741	43.3203	45.1397
	NEW Proposed as of December 2022	29.9143	31.1708	32.4800	33.8441	35.2656	36.7467	38.2901	39.8983	41.5741	43.3203	45.1397	47.0356
	NEW Proposed as of January 2023 COLA	30.8117	32.1059	33.4544	34.8594	36.3236	37.8491	39.4388	41.0952	42.8213	44.6199	46.4939	48.4466

2. Effective the following pay period after this agreement is fully executed, the pay scale for Organ Placement Clinical Coordinator RN (job code 3108) will be amended reflected below:

Job Code	Title	1	2	3	4	5	6	7	8	9	10	11	12
3108	Organ Placement Clinical Coord RN	30.5605	31.8440	33.1816	34.5752	36.0273	37.5405	39.1172	40.7601	42.4720	44.2560	46.1147	48.0514
	NEW Proposed as of December 2022	34.5752	36.0273	37.5405	39.1172	40.7601	42.4720	44.2560	46.1147	48.0514	50.0696	52.1725	54.3637
	NEW Proposed as of January 2023 COLA	35.6125	37.1081	38.6667	40.2907	41.9829	43.7462	45.5837	47.4981	49.4929	51.5716	53.7377	55.9946

3. Current Full time and Part time employees in these classifications will move to the new step schedule at their same step. Then, additionally, current employees in the Organ Placement and Preservation Coordinator (job code 3109) classification will receive a one (1) step special merit increase.

4. 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

Mantha Baker RN 12-2-22
Signature Date

MANTHA BAKER, RN
Printed Name Date

Enbar Cohen 12/4/22
Signature Date

Enbar Cohen 12/4/22
Printed Name Date