



**Employee/Labor Relations & Workforce Compliance**  
 1500 NW 12<sup>th</sup> Ave, HR Suite 106W  
 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: SFAN Seniority Retention**

Dear Ms. Baker,

This Agreement is entered into this 8<sup>th</sup> day of December 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 was a need to consolidate employees from the AIDS Grants/SFAN units in the classifications of Health Service Counselor, Mental Health Intake Specialist and Social Worker, BSW to the classification of SFAN Care Coordinator in the AIDS Grant/SFAN Unit for purposes of equity and efficiency;

**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:

- For purposes of hospital wide and unit seniority, all time served in their previous classifications, Health Service Counselor, Mental Health Intake Specialist and Social Worker, BSW will be credited as time served in the SFAN Care Coordinator classification.
- The SFAN Care Coordinator classification will be aligned to the current Social Worker pay plan as follows:

SFAN COORDINATOR	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
BSW Current	23.3269	24.3065	25.3275	26.3911	27.4997	28.6547	29.8583	31.1121	32.4188	33.7804	35.1992	36.6775	38.2180
BSW After COLA 2023	24.0267	25.0357	26.0873	27.1828	28.3247	29.5143	30.7540	32.0455	33.3914	34.7938	36.2552	37.7778	39.3645

All employees affected by this consolidation will move to the closest rate (meet or beat method) in the above-referenced pay plan. Employees falling outside of the new step schedule will be red-circled.

**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 12-8-22  
 Signature Date

MARtha BAKER, RN  
 Printed Name Date

Jackson Health System/Public Health Trust  
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 Signature Date

\_\_\_\_\_  
 Printed Name Date