



Employee/Labor Relations & Workforce Compliance

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January 10, 2023
VIA e-mail: Martha@seiu1991.org
Martha Baker, Executive Director

This Agreement is entered into this 11 day of January, 2023 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, the PHT will continue to implement Crisis Period Shift Enhancement Pay Program to allow the trust to compensation eligible per diem clinical staff nurse for working a certain number of shifts.
2. Effective February 5, 2023, 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	\$ 5	\$ 45
3 - 4 Shifts	\$ 40	\$ 8	\$ 48
5 Shifts	\$ 40	\$ 11	\$ 51
6 + Shifts	\$ 40	\$ 15	\$ 55

3. This shift pay will apply to all inpatient per diem clinical staff nurses caring for patients.
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 onetime non-precedent setting. 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

MBaker
1-11-23

Mantra Baker Rm 1-11-23
Signature Date

MANTRA BAKER, RM
Printed Name
Ex Dir. SEIU 1991

Enbar Cohen 1/11/2023
Signature Date

Enbar Cohen
Printed Name