



Employee/Labor Relations & Workforce Compliance
 1500 NW 12th Ave, HR Suite 106W
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February 2, 2023

VIA e-mail: Martha@seiu1991.org

Martha Baker, Executive Director

This Agreement is entered into this 3rd day of February, 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 have agreed that there is a need to provide a wage incentive for clinical staff nurses who work in Operating Room and Labor & Delivery units in order to retain and be able to hire these specialized nurses;

NOW THEREFORE, the parties agree as follows:

1. In an effort to retain and recruit experienced clinical staff nurses who work in Operating Room and Labor & Delivery units, PHT will implement a specialty differential.
2. Full-time and Part-Time employees in the classification of Clinical Staff Nurse CV/TX (Job code 3287), Clinical Staff Nurse Neuro (Job Code 3385), Associate Nurse Manager CV/TX (Job Code 3642), Associate Nurse Manager Neuro (Job Code 3641), Associate Nurse Manager OR/L&D (Job Code 3640) Clinical Staff Nurses OR/L&D (Job Code 3639) and First Assistant, RN (Job Code 1177) who work in Operating Room and Labor & Delivery units will be eligible for hourly specialty differentials as delineated below:
- 3.

SEIU Classifications	Current State	Facility Cost Centers	Increase/Add Specialty Differential
CSN CV/TX, ANM CV/TX	\$5/hour specialty differential	JMH 66207, 66407	Increase current specialty differential to \$10/hour
CSN Neuro, ANM Neuro	\$2.50/hour specialty differential	JMH 66207, 66407	Increase current specialty differential to \$5/hour
CSN OR/L&D, ANM OR/L&D and 1 st Assist RN	No specialty differential	JMH 66207 66407 61600, 61610 and 61905	Add \$2.50/hour specialty differential to CSN OR/L7D, ANM OR/L&D and 1 st Assist RN
CSN OR/L&D, ANM OR/L&D, and 1 st Assist RN	No specialty differential	JN 57010, 57027, 57111, 57147, 57239, and 57021	

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CSN OR/L&D, ANM OR/L&D and 1 st Assist RN	No specialty differential	JS 83630, 83721, 83784 and 83701	Add \$2.50/hour specialty differential to CSN OR/L&D, ANM OR/L&D and 1 st Assist RN
CSN OR/L&D, ANM OR/L&D and 1 st Assist RN	No specialty differential	JWest 52011, 52021, 52028, 52025 and 52022	
CSN OR/L&D, ANM OR/L&D and 1 st Assist RN	No specialty differential	Holtz 61905, 61600 and 61610	

4. Per Diem employees will not be eligible for the specialty differential.
5. The specialty differentials will be pensionable, applied towards the calculation of overtime and compensated for all hours paid.
6. The job codes mentioned in this MOU, except for 1st Assist RN, were created for pay purposes only.
7. 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.
8. This agreement will be effective on November 13, 2022.

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 RN 2-3-23
Signature Date

MARTHA BAKER, RN
Printed Name EX. DIR.

Robert Cooper Nequett 2-3-23
Signature Date

Robert Cooper Nequett
Printed Name