



Employee/Labor Relations & Workforce

1500 NW 12th Ave, HR Suite 106W
Miami, FL 33136-1096
305-585-6771

March 15, 2023

VIA e-mail: Martha@seiu1991.org
Martha Baker, Executive Director
Service Employees International Union (SEIU) Local 1991

RE: Updated Rates for Extra Shift Pay Program

Dear Ms. Baker,

This Agreement is entered into this 16 day of MARCH, 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 there is a critical need for staffing in certain units and classifications as a result of the recent surge of Covid-19 cases;

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 April 16, 2023, the classifications in Attachment A will be eligible for an extra shift bonus, where actively turned on, so long as all regularly scheduled shifts are worked.
2. To be eligible for this extra shift bonus, employees must work all shifts in their normal schedule in a pay period without the use of planned, unplanned, or any other leave time in addition to the extra shift(s).
3. Per Diem employees are not eligible for participation in this bonus program.
4. All requirements and eligibility rules for the extra shift bonus program will remain unchanged.
5. JHS agrees to provide the Union with a minimum of 24 hours' notice of its intention to start and/or stop this program.
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

Signature: Martha Baker Date: 3-16-23

Signature: Enbar Cohen Date: 3/16/23

Printed Name: MARTHA BAKER, EXEC. DIR.

Printed Name: Enbar Cohen



Systemwide Extra Shift Bonus Rates
Effective April 16, 2023
Attachment A

Classification	Job code	Union	2-Hour Payment	4-Hour Payment	6-Hour Payment	8-Hour Payment	10-Hour Payment	12-Hour Payment
Advanced Practice Provider (APP) Supervisor APRN	3340	SEIU	\$ 224	\$ 447	\$ 671	\$ 895		\$ 1,342
APRN Inpatient	3518	SEIU		\$ 50		\$ 100		\$ 375
APRN Outpatient	3517	SEIU		\$ 50		\$ 100		\$ 375
APRN CVTX Navigator	3343	SEIU		\$ 50		\$ 100		\$ 375
Associate Nurse Manager	1161 (all ANMA / Ca)	SEIU				\$ 200	\$ 225	\$ 375
Associate Nurse Manager, Cath/IR	3569	SEIU				\$ 200	\$ 225	\$ 375
Associate Nurse Manager, Neuro	3641	SEIU				\$ 200	\$ 225	\$ 375
Associate Nurse Manager, CV/TX	3642	SEIU				\$ 200	\$ 225	\$ 375
Associate Nurse Manager, OR/L&D	3640	SEIU				\$ 200	\$ 225	\$ 375
Clinical Care Coordinator / Case Manager RN	1133/2829	SEIU			\$ 100	\$ 200	\$ 225	\$ 375
Clinical Social Worker	1281	SEIU			\$ 100	\$ 200	\$ 225	\$ 375
Clinical Staff Nurse	1137 (all CSN / Ca)	SEIU				\$ 200	\$ 225	\$ 375
Clinical Staff Nurse Float	1178	SEIU				\$ 200	\$ 225	\$ 375
Clinical Staff Nurse CTVX	3287	SEIU				\$ 200	\$ 225	\$ 375
Clinical Staff Nurse Neuro	3385	SEIU				\$ 200	\$ 225	\$ 375
Clinical Staff Nurse, Cath/IR	3568	SEIU				\$ 200	\$ 225	\$ 375
Clinical Staff Nurse, OR/L&D	3639	SEIU				\$ 200	\$ 225	\$ 375

M. Fisher 3-16-23

Classification	Job code	Union	2-Hour Payment	4-Hour Payment	6-Hour Payment	8-Hour Payment	10-Hour Payment	12-Hour Payment
First Assist, RN	1177	SEIU				\$ 200	\$ 225	\$ 375
Vascular Access Specialist	2525	SEIU				\$ 200	\$ 225	\$ 375
Hospital Flow Coordinator	3276	SEIU				\$ 200	\$ 225	\$ 375
Licensed Clinical Social Worker	1283	SEIU			\$ 100	\$ 200	\$ 225	\$ 375
Medical Technologist Level 1&2	1182/1183	SEIU				\$ 80	\$ 90	\$ 200
Nurse Educator	2710/1139/1140	SEIU				\$ 200	\$ 225	\$ 375
Occupational Therapist 1&2	1294/1295	SEIU		\$ 100		\$ 200	\$ 400	
Physical Therapist 1&2	1262/1263	SEIU		\$ 100		\$ 200	\$ 400	
Physician Assistant	1483/2647/2910 (all Cs)	SEIU	\$ 199	\$ 399	\$ 598	\$ 797		\$ 1,196.
Social Worker 1 BSW	1278	SEIU			\$ 100	\$ 200	\$ 225	\$ 375.
Social Worker Transplant	2462	SEIU			\$ 100	\$ 200	\$ 225	\$ 375
Speech-Language Pathologist 1&2	1268/3197	SEIU		\$ 100		\$ 200	\$ 400	
EXEMPT RN WORKING AS CSN	Variable	SEIU				\$ 200	\$ 225	\$ 375
EXEMPT RN WORKING AS CSN	Variable	SEIU						
* Rates at Holzer NICU & PICU only								
Associate Nurse Manager, Cath/IR	3569	SEIU				\$ 400	\$ 450	\$ 750
Associate Nurse Manager, Neuro	3641	SEIU				\$ 400	\$ 450	\$ 750
Associate Nurse Manager, CV/TK	3642	SEIU				\$ 400	\$ 450	\$ 750
Associate Nurse Manager, OR/L&D	3640	SEIU				\$ 400	\$ 450	\$ 750

MHEB/BEAT

W. B. B. 3-16-23

HOLTZ NICU & PICU ONLY (WB)

Classification	Job code	Union	2-Hour Payment	4-Hour Payment	6-Hour Payment	8-Hour Payment	10-Hour Payment	12-Hour Payment
Clinical Staff Nurse	1137 (all CSN / Ca)	SEIU				\$ 400	\$ 450	\$ 750
Clinical Staff Nurse Float	1178	SEIU				\$ 400	\$ 450	\$ 750
Clinical Staff Nurse CT/VX	3287	SEIU				\$ 400	\$ 450	\$ 750
Clinical Staff Nurse Neuro	3385	SEIU				\$ 400	\$ 450	\$ 750
Clinical Staff Nurse, Cath/IR	3568	SEIU				\$ 400	\$ 450	\$ 750
Clinical Staff Nurse, OR/L&D	3639	SEIU				\$ 400	\$ 450	\$ 750
First Assist, RN	1177	SEIU				\$ 400	\$ 450	\$ 750
EXEMPT RN WORKING AS CSN	Variable	SEIU				\$ 400	\$ 450	\$ 750
EXEMPT RN WORKING AS CSN	Variable	SEIU				MEET/BEAT		
Nurse Midwife	1166	SEIU		\$ 100		\$ 200		\$ 500
Vascular Access Specialist	2525	SEIU				\$ 400	\$ 450	\$ 750

W. J. J. (WB)
3-16-23