



Employee/Labor Relations & Workforce

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

March 22, 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 at UCC only

Dear Ms. Baker,

This Agreement is entered into this 22 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 APRN Inpatient (3518) and APRN Outpatient (3517) extra shift bonus rates will remain as follows, only if worked at the UCCs:
a. 12-hour: \$500
b. 8-hour: \$200
c. 4-hour: \$100
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: 3-22-23

Signature: Enbar Cohen Date: 3/22/23

Printed Name: MARTHA BAKER

Printed Name: Enbar Cohen