



**Employee/Labor Relations & Workforce**

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

June 30, 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 6 day of July, 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 July 23, 2023, the extra shift bonus rates in the NICU (CC: 62504 and 62605) and PICU (CC: 62505) will be as follows:
  - a. 12-hour shift: \$375
  - b. 10-hour shift: \$225
  - c. 8-hour shift: \$200
2. The rates will apply to all Clinical Staff Nurses, Associate Nurse Managers, and any classification with an RN license that is competent as a beside CSN.
3. All requirements and eligibility rules for the extra shift bonus program will remain unchanged.
4. JHS agrees to provide the Union with a minimum of 24 hours' notice of its intention to start and/or stop this program.
5. 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

Martha Baker 7-6-23  
Signature Date

Enbar Cohen 7/6/23  
Signature Date

MARTHA BAKER  
Printed Name

Enbar Cohen  
Printed Name