

**Jackson Health System and SEIU Local 1991  
Re-Opener Negotiations**

**SEIU Local 1991 Proposal  
June 4, 2024**

**ATTENDING PHYSICIANS Unit**

**Article XI – Salaries**

**SECTION 4. BASE SALARY RANGES**

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**A. Wage Increases**

**1. First Year 2023-2024**

Effective upon ratification, or on October 1, 2023, whichever comes first, all full-time and part-time status bargaining unit employees shall receive an eight (8) percent wage adjustment, inclusive of a Cost of Living Adjustment (COLA).

Any employee whose base rate is below the starting rate for his or her classification after implementation of the COLA shall be brought up to the starting rate.

**2. Second Year 2024-2025**

~~The parties agree to resume bargaining no later than June 1, 2024 for the sole purpose of negotiating a Cost of Living Adjustment (COLA) and performance-based Incentives. Effective the first pay period inclusive of July 1, 2024, all full-time and part-time status bargaining unit employees shall receive a five (5) percent Cost of Living Adjustment (COLA).~~

**3. Third Year 2025-2026**

The parties agree to resume bargaining not later than June 1, 2025 for the sole purpose of negotiating a Cost of Living Adjustment (COLA) and Performance-based incentives.

Tentatively Agreed to by:

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SEIU Local 1991

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JHS