

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

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

**PROFESSIONALS Unit**

**Article XI – Salaries**

**SECTION 3. SALARY INCREASES**

A. 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).

B. 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).~~ 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).

C. 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).

Tentatively Agreed to by:

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SEIU Local 1991

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JHS