

PROFESSIONALS

Collective Bargaining Agreement

Between

Jackson
HEALTH SYSTEM



MIAMI - DADE COUNTY, FLORIDA
THE PUBLIC HEALTH TRUST

and



**THE SERVICE EMPLOYEES
INTERNATIONAL UNION**

October 1, 2023 – September 30, 2026

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ARTICLE I PREAMBLE

This Agreement is entered into on July 9, 2023 by and between the Public Health Trust (PHT) and Miami-Dade County, Florida (County), hereinafter referred to as the Employer, and Local 1991 Service Employees International Union, hereinafter referred to as the Union, for the period October 1, 2023 through September 30, 2026, subject to ratification by the Union membership and approval by the Public Health Trust and the Board of County Commissioners of Miami-Dade County, Florida.

All new or amended provisions contained in this Agreement shall be effective the beginning of the first pay period immediately following final ratification and approval by the Board of County Commissioners, unless a different effective date is specifically provided for in the affected article.

ARTICLE II PURPOSE

It is the purpose of this Agreement to promote and expand harmonious relationships between the Employer and Employees represented by the Union; to provide, where not inconsistent with the Constitution, Charter, Statute, Ordinance or Personnel Rules, for the salary structure, fringe benefits and employment conditions of the employees covered by this Agreement. Both parties agree that they share the responsibility to provide uninterrupted care to patients and citizens of Miami-Dade County.

In addition to standards of performance adopted by the Public Health Trust, including, but not limited to, appropriate audit methodologies, the Employer recognizes its obligations under the Department of Professional Regulations and Professional Standards as developed by the Joint Commission on Accreditation of Healthcare organizations (JCAHO) and the New Standards for Performance Improvement.

Upon ratification and approval, the provisions of this agreement will supersede Personnel Rules or administrative Orders and/or other rules and regulations in conflict herewith. The Employer retains the right to establish through Administrative Order or Personnel Rules practices or procedures, which do not violate the provisions of this contract.

ARTICLE III RECOGNITION

SECTION 1. RECOGNITION

1. The Bargaining Unit covered by this Agreement, as stated in PERC Certificate Number RC-96-016, is as follows:

INCLUDED: All full-time and regular part-time professional employees including per diem employees who average (20) or more hours weekly who are employed by the Public Health Trust in classifications included under Appendix A. (DEFINITION: Regular part-time means those individuals who work 40 hours or more per pay period for at least six months continuously.)

EXCLUDED: All managers, supervisors, confidential employees as defined in the Act, nurses, physicians, dentists, and all other employees of Jackson Memorial Hospital/Public Health Trust of Miami-Dade County.

This Agreement applies to all “Included” bargaining unit members regardless of their status (exempt, permanent, probationary, grant funded) except as described in paragraph 2 below.

The parties agree that in the event the Public Employees Relations Commission issues a Final Order in RC-2014-026 modifying the bargaining unit composition to include additional classifications of non-health related professionals (Company 300), the terms and conditions of employment contained in this agreement shall automatically apply to the employees, and the parties will reopen this Agreement to negotiate wages and other terms and conditions of employment for these individuals.

2. Article VII, VIII, IX and XVII only shall not apply to probationary employees or those still in the initial six month hiring period.
3. It is agreed that if and when new position classifications are created by the Employer, questions of inclusions or exclusion within the Bargaining Unit Shall be settled in accordance with State law.

SECTION 2. PROBATIONARY AND PER DIEM EMPLOYEES

Probationary non-permanent employees shall continue to be governed in all respects by the Code of Miami-Dade County, Florida, Personnel Rules, Pay Plan, and other regulations in effect prior to the execution of this Agreement; and there shall be no change in any of the wages, benefits hours or terms and conditions of employment of such employees except as a result of this Agreement.

Within the meaning of the above paragraph, the following provisions only shall not apply to probationary employees: Article IX, Sections 1, 2 (D), 3, 4 and 5 and Article XIV, Section 6(E). Only the following provisions shall apply to per diem employees: Article I; II; III; IV; V; VI; XI, Sections 1, 2, 3A, 5, 6, 8, 10, & 12; XIII, Sections 7, 8, & 9; xiv, Sections 2, 5, 6 (A, B, C, D, H), 10, 11, 12, 13, 15, 16, & 17; XVI; XXII; XXIV; XXV; XXVI; XXVII; and XXVIII. Articles VII and VIII shall only apply to alleged contract violations.

ARTICLE IV UNION MANAGEMENT COOPERATION

SECTION 1. UNION-MANAGEMENT COOPERATION

It is recognized that regular meeting between the Employer and the Union are desirable in order to deal with matters of mutual concern as they arise and to improve employee-management cooperation.

SECTION 2. EMPLOYEE-MANAGEMENT CONFERENCE COMMITTEE

- A. The Employer's management, jointly with the elected representatives of the Union, shall establish a Conference Committee to assist in solving mutual personnel and other employee-management problems not involving grievances, or matters within jurisdiction of any other Labor Management Committees.
- B. The purpose of the Committee is to foster improved relations between the Employer and the Union.
- C. The Committee shall be on a permanent basis and shall consist of four (4) representatives of management and four (4) representatives of the Union. Persons serving on this committee should be at a level to represent the parties' interests.
- D. This Committee will meet monthly. Each party will submit an agenda of topics to be discussed at least five (5) calendar days prior to the scheduled meeting. Only subjects appearing on the agenda will be discussed unless business of an emergency nature is added by mutual consent.
- E. Within the authority of the representatives, both parties will make every effort to implement any agreement or plan, which results from these meetings. If unable to implement, the representatives will make appropriate recommendations.
- F. It is the objective of the Employer to pay salaries that are competitive in the local area. To this end, salaries will be discussed by this Committee whenever requested by either party.

SECTION 3. MEMBERSHIP

- A. Each pay period, the Employer will provide the Union with a printout and/or an electronic copy of the job title, department, Lawson ID, badge number, position, name, job code, pay rate, annual pay rate, FTE, pay grade, pay step, shift, work schedule, union code, union membership status, job status, status description, hire date, adjusted hire date, anniversary date, exempt or hourly, supervisor name, union dues by individual, COPE contributions by individual, process level, work phone, work email, and termination date for all the employees in the bargaining unit. With written authorization from the employee, the Employer shall provide addresses and phone numbers. Quarterly, JHS will provide a list of all newly created Company 300 positions to the Union by job classification and job description.
- B. The Union will have one thousand (1000) copies of this agreement printed and the Employer will reimburse the Union for 50% of mutually

agreed upon cost. The Union will provide the Employer with fifty (50) copies. The Union will distribute copies of this Agreement to all employees in the bargaining units.

SECTION 4. DUES DEDUCTION

- A. Upon receipt of a properly executed written authorization from an employee, the Employer agrees to deduct the regular Union dues of such employees from their biweekly pay and remit the same to the Union within fourteen (14) calendar days from the date of the deduction. The Union will notify the Employer, in writing, thirty (30) days prior to any change in the regular Union dues deduction as provided by law. Any employee may revoke the Union dues deduction as provided by law.
- B. Upon receipt of a properly executed written authorization from an employee, the Employer agrees to deduct COPE contributions from an employee's biweekly pay in the amount designated by the employee and remit the same to the Union within fourteen (14) calendar days from the date of deduction. The Union will notify the Employer, in writing, thirty (30) days prior to any change in the regular COPE dues deduction as provided by law. Any employee may revoke the COPE dues deduction upon written authorization.
- C. The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under the provisions of this section.
- D. If during the life of this contract there is any changes to the law which in any way affects dues deduction, JHS will work collaboratively with the Union to implement alternative dues deduction methods.

SECTION 5. NON-DISCRIMINATION

There shall be no discrimination against any employee by the Employer or the Union because of race, color, sex, creed, national origin, age, marital status, disability, sexual orientation, gender identity, gender expression, religion, political affiliation or Union membership or activity covered or described under this Agreement. There shall be no discrimination shown between equally qualified employees in work assignments, training, transfers, evaluation, promotions, layoff and recall, education and tuition assistance.

All employees covered by this Agreement shall be protected in the exercise of the right to join and assist the Union, or to refrain from such activity; to designate representatives for the purpose of processing grievances and to engage in other lawful activities for the purpose of collective bargaining or for the purpose of implementing any other rights provided under the Public Employees Relations Act of other pertinent laws, or the provisions of this Agreement.

SECTION 6. BULLETIN BOARDS

The Employer agrees to provide a suitable number of bulletin boards or bulletin board space for exclusive

Union use. There will be at least one (1) board per patient care unit and/or work site/area and additional others to be mutually determined.

SECTION 7. COPIES OF DOCUMENTS

The Employer will provide the Union with a copy of all manuals, job descriptions, personnel policies and administrative rules and regulations that are applicable to the bargaining unit.

SECTION 8. NEW EMPLOYEE ORIENTATION

The Union and the Employer shall work cooperatively to ensure that the Union representatives shall have an opportunity to address/contact new employees about the Union and to provide them with a copy of the Collective Bargaining Agreement and a list of Union officers and representatives.

ARTICLE V NOTIFICATION, CONSULTATIONS AND NEGOTIATIONS

SECTION 1. PREVAILING BENEFITS CLAUSE

Any benefits recognized by the Employer and heretofore enjoyed by the employee, which are not specifically provided for or abridged by this Agreement, shall continue under conditions upon which they have previously been granted.

The Employer shall notify the Union in writing of any proposed changes in personnel policies or practices which affect the conditions under which employees work. Whenever possible, such written notification shall be provided the Union at least four (4) weeks in advance of the proposed implementation of the changes. If requested by the Union within ten (10) days of its receipt of such notification, the Employer will meet with the Union to discuss the proposed changes and to negotiate in good faith over the impact of such changes on unit employees.

Examples of changes which entitle the Union to such notification include but are not limited to the following: The PHT or the County merging with or acquiring other hospitals or agencies; changes in job descriptions, specifications, qualifications or evaluation system; new or changed job classifications; changes in the Employer's policies and procedures, work or disciplinary rules; changes in shift starting and quitting times; plans for opening or acquiring new units or reassignment of personnel; and such committee recommendations as the Employer wishes to implement even where the Union was represented on the committee making the initial recommendations.

Nothing in this article shall diminish the right of the Employer to take action described in the Management Rights and Scope of this Agreement Article XXII.

ARTICLE VI UNION REPRESENTATION

SECTION 1. UNION REPRESENTATIVES

The Union has the right to select its representatives to carry out the activities permitted by this Agreement, and will furnish the Employer with a list of

elected officials and unit representatives for designated purposes within thirty (30) days after the execution of this Agreement. The Union will keep such lists current.

SECTION 2. GRIEVANCE REPRESENTAION

The Employer recognizes the right of the Union to appoint not more than fifteen (15) representatives at JMH and satellite facilities for the purpose of assisting employees in the adjustment of grievances under the terms of this Agreement. In the event of an expansion of the bargaining unit above the number of employees in the unit at the execution of this Agreement, the Employer agrees that the Union shall be allowed to appoint one (1) additional representative for each sixty (60) additional bargaining unit employees.

SECTION 3. RELEASE TIME

- A. With prior approval from the employee's supervisor, time off with pay shall be allowed to the Union

Representatives assigned to regular shifts to allow for participation in activities describes in Articles IV, V, VI, VII, VIII, IX, XVII, XVIII,

- B. No employee shall be paid for such time unless regularly scheduled to work at a time when such activates are going on; nor shall schedules be changed to allow paid time for such activities. In unusual circumstances, request for schedule changes may be submitted by Unit representatives for approval by their supervisor or schedule changes may be made by the Employer. However, in order to encourage participation of night-shift employees who spend two (2) hours or more in any day attending such activities shall be given a maximum of two (2) hours off their regular shift with pay.
- C. Up to ten (10) bargaining unit members will be allowed time off with pay for contract negotiations. Up to an additional five (5) bargaining unit members will be allowed time off without pay for contract negotiations. Approval will not be unreasonably withheld. The Union will make every effort to elect employees from various hospital centers.

SECTION 4. ADJUSTMENT OF GRIEVANCE

It is agreed and understood by both parties that unit representatives designated by the Union may, without loss of pay, process grievances during working hours. An employee representative, before leaving the work are to transact appropriate Union-Employer business during working hours, shall first obtain permission from the appropriate supervisor. When it is necessary to contact an employee in another area, the representative will contact the appropriate supervisor to arrange an appointment with the concerned employee(s). Permission will be granted by either supervisor as a matter

of discretion but shall not be unreasonably withheld. The parties recognize that time spent in such activities shall not interfere with patient needs and, if necessary, shall be conducted on the employee's own time.

Every effort will be made by the Employer to allow unit representatives to investigate grievances as rapidly as possible, preferably on the same date as the grievance becomes known, and when possible at least within twenty-four (24) hours.

ARTICLE VII GRIEVANCE PROCEDURE

SECTION 1. RESOLUTION OF GRIEVANCES

In a mutual effort to provide harmonious working relationships between the parties to this Agreement, it is agreed to and understood by both parties that the following shall be the sole procedure for the resolution of grievances arising between the parties as to the interpretation or application of the provisions of this Agreement.

It is agreed that every effort will be made by the Union and the Employer to resolve disagreements or disputes informally and promptly prior to the initiation of the formal grievance procedure. An employee may be assisted or represented by a representative of the Union during the grievance procedure. Unless the employee requests Union representation, nothing in this section shall prevent the Employer from discussing any incident or circumstance related to any employee without the presence of a Union representative. However, the Employer agrees not to deny representation if it is requested.

SECTION 2. DEFINITION

A grievance shall be defined as any dispute arising from the interpretation or application of this Agreement, or arising from conditions of employment. A class grievance shall be defined as any dispute which concerns two (2) or more employees within the bargaining unit. Class grievances should name all employees and/or classifications covered in the grievance. Each written grievance, when filed, shall contain a brief statement of the facts of the violation claimed, together with the article of the contract violated and the remedy sought. All grievances shall be processed in accordance with the grievance procedure as set forth in this article.

SECTION 3. PROCEDURE

The employee or Union shall file a grievance, in writing, with the Director Employee/ ten (10) calendar days of the occurrence or knowledge giving rise to the grievance. This person, or designee, shall meet with the grievant and the Union Representative within ten (10) calendar days after receipt of the written grievance and shall reply in writing within ten (10) calendar days after the grievance hearing.

Whenever possible, appropriate and unique to one division, the Union will attempt to discuss Union grievances, except those concerning disciplinary action, health and safety or Union rights, with the Division Director or designee before submitting the grievance directly to the Director of Employee/Labor Relations and Workforce Compliance Department.

SECTION 4. CLASS GRIEVANCES

In order to minimize the disruption to patient care in the case of class grievances, no more than two (2) employees per shift, per unit, plus a Union Representative, shall be released from work for grievance meetings.

SECTION 5. TIME LIMITS

Failure to observe the time limits for submission of any grievance will automatically result in the grievance being considered abandoned. Failure to meet or to respond to a grievance within the prescribed time limit will automatically move the grievance to the arbitral step.

Extensions of time limits shall only be by mutual agreement in writing between the parties to this agreement, except that either party shall be permitted one (1) extension of time per grievance as a matter of right not to exceed fifteen (15) days, providing that the other party is notified in writing of the extension prior to the expiration of the original period.

SECTION 6. EMPLOYEE OBLIGATION

The parties acknowledge that, as a principle of interpretation, employees are obligated to work as directed while grievances are pending, except as set forth in Article XXI of this Agreement.

SECTION 7. EMPLOYER RESPONSES

All responses required above, as applicable, shall be directed to the aggrieved employee with a copy furnished to the Union, or to the Union. In class grievances, copies will be directed to the Union only. A rejection of a grievance must contain a statement of the reason for the rejection.

SECTION 8. EXCLUSIONS

Any subjects excluded from the arbitration procedure (Article VIII) shall also be excluded from the grievance procedure with the sole exception of written reprimands, which shall be grievable but not arbitrable as provided under Article IX, Disciplinary Action, Section 3, Written Reprimands and Records of Counseling. A Record of Counseling is non-disciplinary and therefore not grievable or arbitrable.

ARTICLE VIII ARBITRATION

If the Union is not satisfied with the reply to the grievance, the Union shall have ten (10) calendar days after receipt thereof to notify the Employer of

intent to submit the grievance to arbitration. Within thirty (30) days following notification to the Employer, the Union must file a request for arbitration. If the parties cannot agree upon an impartial arbitrator within five (5) days, the parties shall request a list of seven (7) arbitrators from FMCS or AAA. The parties shall each strike from said list, alternately, three (3) names, after determining the first strike by lot, and the remaining name shall be the arbitrator. The arbitrator shall promptly conduct the hearing on the grievance at which both parties shall be permitted to present their evidence and arguments. The decision of the arbitrator shall be rendered in writing no later than thirty (30) days after the conclusion of the hearing, and such decision shall be final and binding.

Each party will pay its own expenses and will share equally in expenses incurred mutually in arbitration. Employees required to testify will be made available without loss of pay; however, whenever possible, they shall be placed on call to minimize time lost from work and, unless directly required to assist the principal Union Representative in the presentation of the case, they shall return to work upon completion of their testimony. The intent of the parties is to minimize time lost from work and disruption of patient care.

The arbitrator shall limit his opinion to the interpretation or application of this Agreement and shall have no power to amend, modify, nullify, ignore or add to the provisions of this Agreement.

Grievances, as defined, may be submitted regarding the matters contained in the Agreement or arising from conditions of employment.

Reprimands and determinations under Article XIV (Employment Practices), Section 4 (Classification Appeal), and Section 15, B, C, D (Job Specification Language) are not arbitrable.

ARTICLE IX CORRECTIVE ACTION

Any employee shall not be discharged, disciplined or demoted except for just cause. The Employer will follow progressive disciplinary procedures, whenever appropriate, and in all instances will have the burden of proving just cause for disciplinary action taken.

SECTION 2. PROCEDURE

- A. The corrective action process will begin when the Employer gives the Employee and the Union a Corrective Action Report (CAR) or Record of Counseling (ROC). The Union copy of the CAR/ROC will be sent electronically to the Union President/designee and the Union Membership Data Coordinator, and shall include the name and contact information of the affected employee and management person designated to hear the rebuttal.

- B. The CAR/ROC shall specify the charges against the Employee, and include the law, rule, regulation, and/or policy allegedly violated. In addition to the CAR or ROC, all supporting documentation (statements, records, etc.) will be attached. The Employer agrees to inform the Employee of his/her right to representation in the corrective action process. Upon request, the employee shall have the right to representation in discussions concerning actual or pending correction action.
- C. Final Decisions and Rebuttals: Final corrective action determinations will not be rendered until the completion of the rebuttal meetings where the Employer and the employee together with the Representative, through the use of evidence, documents and witnesses, have the opportunity to present their respective cases. Within ten (10) calendar days after receipt of the CAR/ROC, the Union representative assigned to the matter shall contact the management person designated in connection with the CAR/ ROC to notify them of the Union's and Employee's readiness to schedule the rebuttal hearing. The Employer will then send the Union three (3) possible dates for the rebuttal hearing that correspond to the Employee's schedule over the ensuing ten (10) calendar days. Rebuttal meetings must be heard within ten (10) calendar days of the Union notifying the Employer of their readiness, unless mutually agreed between the parties. A decision will be rendered without a rebuttal hearing if the Employee fails to schedule the rebuttal within the ten (10) day period, or if the Employee waives the right to a rebuttal. The Employer shall have ten (10) calendar days to render a decision following the rebuttal presentation unless time is extended by mutual Agreement. The Union and the employee shall receive a copy of the rebuttal response.
- D. The Employer agrees that corrective actions (dismissals, suspensions, demotions) except written reprimands and records of counseling, will be appealable by the employee to a hearing examiner as provided in the Miami- Dade County Code and the Personnel Rules of the PHT or, at the option of the Union and the employee, to the Grievance and Arbitration procedures provided in Articles VII and VIII of this Agreement. The employee shall be notified in writing of both appeal procedures by name and contract article.
- E. CARs and ROCs shall be given on a timely basis and insofar as practicable within twenty-one (21) days after the Employer discovers the facts or concludes the investigation requiring the presentation, except where good cause for delay is shown. Good cause shall include, but not be limited to, the pendency of outside criminal, administrative or other proceedings, or if the Employee, manager, supervisor, or the director rendering a decision is on leave. There will be no notification to the employee prior to the initiation of the corrective action process (e.g., 48-hour notification).

- F. Any disciplinary action currently in an employee file, which is overturned, shall be stamped invalid.
- G. An employee will be offered the option of using accrued personal leave during a suspension.

SECTION 3. WRITTEN REPRIMANDS AND RECORDS OF COUNSELING

Written Reprimands shall be appealable by the employee to the grievance procedure, but shall not be further appealable to either an Arbitrator or to a County Hearing Examiner Officer. Within thirty (30) days of the receipt of the Employer's reply to such a grievance at any step of the grievance procedure, the employee and/or the Union shall have the right to file a written response to the Written Reprimand and have said response inserted in the employee's personnel folder.

Written Reprimands and Records of Counseling, together with any reference to such reprimands or Records of Counseling excluding performance evaluations, shall cease to be of any force or effect after a two (2) year period from receipt of the Record of Counseling or Written Reprimand in which the employee has received no further disciplinary actions or Records of Counseling. At the employee's specific written request, these shall be promptly stamped in the employee's personnel file as no longer in effect.

SECTION 4. HEARING PURSUANT TO THE HEARING EXAMINER SYSTEM

- A. The employee subjected to the corrective action process shall be informed in writing of the charges. The employee or the employee's representative shall have the right to confront and question all witnesses under oath. The right of discovery and procedural rights in accordance with the Florida Rules of Civil Procedure shall be provided to the employee.
- B. All corrective actions including demotions, suspensions, and dismissals of permanent employees, but excluding written reprimands and records of counseling, shall be appealable to a hearing examiner, in accordance with the applicable section(s) of the Miami-Dade County Code (Section 2-47). This section shall not apply to the termination of a nonpermanent or probationary employee or to the demotion of permanent employees who fail to complete the promotional probationary period to the satisfaction of the department for other than disciplinary reasons.
- C. The decision of a hearing examiner shall include a finding of facts, conclusions to sustain the decision and may include recommendations, a copy of which shall be immediately provided to the employee and to the Union.

- D. The above referenced Code provisions providing for a disciplinary appeal process are to be read to include the following procedural guarantees:
1. The Employer shall continue to abide by the previously agreed to and published Hearing Examiner Procedure Manual.
 2. The PHT Labor Relations Manager shall be responsible for initiating the selection of the hearing examiner on each appeal and setting the date, time and place for the hearing upon consultation with the parties involved. There shall be no ex parte communication between the participants of the hearing and the examiner.
 3. The parties to the hearing shall not initiate ex parte communications with the President of the PHT for the purpose of influencing the final appeal decision. This decision shall be based solely on the hearing record.

SECTION 5. GRIEVANCE PROCEDURE

- A. The Union will have the option on behalf of a permanent status bargaining unit employee, to appeal disciplinary actions resulting in dismissals, suspensions or demotions of permanent employees through the grievance and arbitration procedure contained in Article VII and VIII of this Agreement. The Union shall notify the Office of Labor Relations in writing no later than ten (10) calendar days from the employee's receipt of the final corrective action determination of its decision on whether to exercise the option of appealing through the grievance and arbitration procedure or request an appeal in accordance with Section 2-47 of the Code of Miami-Dade County. The Union's choice between the grievance and arbitration procedure or the Code provision under Section 2-47, once made, shall not be subject to change.
- B. In the case where the Union chooses not to select the grievance and arbitration procedure for disciplinary actions resulting in dismissals, suspensions or demotions of permanent employees, then the disciplinary appeal provisions under Section 2-47 of the Code of Miami-Dade County shall prevail and be utilized if a timely appeal is requested. In the event the Union selects the option to appeal disciplinary actions resulting in dismissals, suspensions or demotions of permanent employees under the grievance and arbitration procedure then the provisions of Section 2-47 of the code will not be applicable.

SECTION 6. JUST CULTURE

Just Culture: The PHT and the Union jointly embrace Just Culture. The parties recognize that Just Culture functions to ensure safe quality care and provides both the employer and the employees the opportunity to explore

and investigate processes, procedures and systems that advance safe quality care. In the event an issue or an incident occurs with a bargaining unit member related to patient safety or in clinical areas that deal with patient safety and quality, the PHT will make every effort to examine the core fundamental cause utilizing the practices and algorithms of Just Culture per the PHT's Just Culture Policy. It is the mutual intent of both parties to ensure safe quality patient care through ensuring best practices and share learnings.

As both parties embrace Just Culture, and whereas the Union recognizes the PHT's intent to implement and utilize it throughout the System, the parties agree to create a Just Culture Committee. The purpose of the Committee is for management and the Union to meet and collaborate on the effective implementation and utilization of the Just Culture Policy for the members of the bargaining unit.

The parties agree that the Employer and the Union shall be responsible for establishing the Just Culture committee and determining its structure and scope.

SECTION 7. ABSENTEEISM/TARDINESS

A. Absenteeism

Absenteeism is defined as failure to report to work as scheduled, or working less than one-half the scheduled shift. Employees who violate this policy with patterned and/or excessive absenteeism shall be subject to corrective action.

An "absence occasion" is defined and one (1) to a maximum of seven (7) consecutive calendar day(s) with unplanned absences, excluding approved FMLA leave. For all illness extending beyond seven (7) calendar days, the employee must present the appropriate manager with a doctor's note for the illness to be treated as a single occasion or excused illnesses with a doctor's note. Hence, if an employee has eight (8) or more consecutive calendar days of unplanned absences, then the eighth (8th) consecutive calendar day will be considered an additional "absence occasion."

"Patterned" absences constitute a violation of this policy. With the exception of absences on holidays which require longer time periods in which to investigate a possible pattern, examples of patterned absences include, but are not limited to, three (3) or more instances of the following in a three (3) month period:

- absence on scheduled weekends or holidays
- absence the day before or after a scheduled holiday, vacation, or personal day

- absence the scheduled workday after payday
- coincidence of absence with desirable days off
- coincidence of absence with days of heavy or light work load
- repeated or patterned absence on a specific day of the week

“Excessive absenteeism” is defined as at least four (4) or more absence occasions during any six (6) month period. In addition, two (2) or more absence occasions within any two (2) month period following receipt of a corrective action for absenteeism constitute excessive absenteeism.

Repeated periods of extended absence due to illness or injury may be considered excessive absenteeism since they interfere with the delivery of patient care and departmental productivity, and may constitute a violation of this policy unless the absences are covered under the provisions of Family & Medical Leave Act (FMLA).

B. Tardiness

1. Tardiness is defined as arriving at the workstation after the scheduled starting time.
 2. Excessive tardiness is defined as reporting late for duty at least twice in a pay period. Tardiness that follows a set pattern also may constitute excessive tardiness.
- C. A joint management and union committee will be established to monitor the declination of PL time and the reduction of call outs.

ARTICLE X HOURS OF WORK AND OVERTIME

SECTION 1. WORK HOURS

The standard work week shall consist of forty (40) hours.

Employees who are assigned to work eight and one half (8½) hour shifts or ten and one half (10½) shall be entitled to one (1) unpaid meal break of one half (½) hour which will be part of each shift. Every effort will be made to provide two fifteen (15) minute paid rest periods within each scheduled shift. The unpaid meal break may be combined with the fifteen (15) minute paid breaks with prior supervisory approval, which shall not be unreasonably withheld.

Employees who are assigned to work twelve and one half (12½) hour shifts shall be entitled to two (2) unpaid meal breaks of one half (½) hour which will be part of each shift. Every effort will be made to provide three fifteen (15) minute paid rest period within each scheduled shift. The unpaid meal breaks may be combined with the fifteen (15) minute paid breaks with prior supervisory approval, which shall not be unreasonably withheld. No

individual working twelve and one half (12½) hour shifts will normally be scheduled for more than three (3) consecutive days on duty or more than seven (7) days on duty within a period of fourteen (14) consecutive days.

Effective upon ratification, any per diem or part-time employee who works a 3-3 schedule (72 hours) per pay period for six (6) consecutive months will be offered a full-time with benefits position in the same classification he/she has been working, subject to a six (6) month probationary period. Any per diem who averages twenty (20) hours per week or more for six (6) consecutive months will be offered a part-time position. Nothing in this Article shall be construed to prevent an employee from requesting conversion from per-diem or part-time to full-time status, or from per diem to part-time status.

Every six (6) months, the Employer will send the Union a list of per diem and part-time employees and include their average hours worked per pay period for the last six (6) consecutive months.

SECTION 2. OVERTIME

- A. It shall not be the general policy of the Employer to require employees to work frequent or consistent overtime. However, when non-job basis employees are required to work approved overtime, in addition to their regular hours, they shall be compensated.
- B. In any situation requiring overtime, volunteers (in the same job classification as the overtime assigned) will be sought before the overtime is offered to other employees. In the event that sufficient volunteers are not obtained, overtime will be assigned on a rotational basis, beginning with the least senior. The Employer shall make every effort to avoid the assignment of mandatory overtime and shall only do so when necessary to meet the immediate needs of the unit. Recurring short staffing shall not be considered as grounds for mandatory overtime.
- C. Effective March 1, 2012, all work authorized to be performed in excess of forty (40) hours per week shall be paid at the rate of and one-half of the normal rate of pay.
- D. For purposes of interpretation, all hours in pay status shall be considered hours worked except for unplanned personal leave days. However, employees covered by the bargaining unit may receive overtime payment for hours worked in excess of any forty (40) hour work week which includes the equivalent hours of one (1) planned absence taken within any week (the exception being Thanksgiving week when the equivalent hours of two (2) planned absences may be taken). These hours shall include use of "voluntary early out" personal leave when an employee agrees to leave early at the request of Management and/or usage of partial planned personal leave days up to the equivalent of an employee's regular scheduled shift.

- E. An employee shall not have the regular work schedule changed solely to avoid payment of overtime. This Article is intended to be construed only on the basis of overtime and shall not be construed as a guarantee of work per day or per week.
- F. Except when demonstrated to be more expensive, overtime will be offered before any agency or pool employees are utilized.

SECTION 3. WORK WEEK

The work week shall begin on a Sunday and end on a Saturday.

SECTION 4. TIME SCHEDULES

Every effort shall be made to post time schedules four (4) weeks immediately preceding their effective date. Established schedules may be amended at any time by mutual agreement of the employees involved with the consent of the appropriate supervisor.

SECTION 5. HOURS OF WORK AND OVERTIME

- A. Employees working five (5) days per week schedule will not be scheduled for more than six (6) consecutive days without prior consent of the employee. Employees working compressed schedules will not be scheduled for more than three (3) consecutive days without prior consent of the employee.
- B. The Employer will make every possible effort to provide employees with one or more years of employment every other or two weekends off per time sheet schedule. Weekends are defined as Saturdays and Sundays for day and evening shift and as Friday and Saturday nights for night shift employees. To meet this provision and to cover weekends normally worked during vacations, periods of illness, or other unavoidable absences and to cover unfilled positions, the Employer will make every effort to utilize flexible alternatives, such as: seek volunteers for overtime, utilize combination shifts 9e.g. 2-8's, 2-12's), part-time, per diem and pool employees. If staffing standards cannot be met through the use of volunteers, the Employer may assign extra weekend work on a rotating basis. If any employee does not desire every other weekend off or desires set days each week, the employee should make this request in writing to the person responsible for the time schedule. While every possible effort will be made to adhere to paragraphs A and B, it is understood and agreed that patient care needs will be the paramount consideration in work scheduling.
- C. No employee shall be denied vacation because such time begins, ends or includes a weekend(s) on which he/she is scheduled is scheduled to work.

D. No employee shall be required to make up a weekend, which occurred during an approved vacation, leave, or illness. It is understood, however, that additional weekends may be scheduled under the following conditions:

1. When a pattern of unplanned leave abuse is demonstrated, or
2. To ensure that weekend work is distributed equitably over the period of a year.

SECTION 6. JOB BASIS EMPLOYEES

All “job basis” positions shall be as currently designated in the PHT Pay Plan. Employees serving in these positions are required to work such hours as may be necessary to accomplish the required work as determined by the Department.

The normal number of work hours will be forty (40) per week; however, if more than forty (40) hours of work in a week is required, overtime compensation provisions shall not apply.

Job basis employees who are directed to and work in excess of their normal work schedule will be granted Administrative Leave by the Department, in accordance with provisions of the Leave Manual.

It is the PHT policy to allow Department managers to grant appropriate Administrative leave to job basis employees in recognition of extraordinary work efforts or extended work hours in accordance with the provisions of the County and PHT Leave Manuals. Department managers are encouraged to ensure the equitable award of Administrative Leave to job basis employees whenever warranted and in conjunction with PHT policy on working hours for job basis employees.

The Trust and Union will continue to discuss this provision in applicable Department Labor Management Committees.

SECTION 7. ALTERNATIVE SCHEDULES

At the request of the employees, units will have flexibility to adopt different work schedules according to their needs and demands with the approval of the Director/ Administrator in consultation with Employee/Labor Relations and notification to the Union as provided under Article V, Section 2.

Any employee who has researched different systems of scheduling should present the system to the Employee Management Consultation Committee.

If an alternative scheduling system has been in effect on a unit in excess of twelve (12) months, the Employer will notify the Union of any pending change as provided under Article V, Section 2.

No change will be instituted to the alternate schedule for at least six (6) weeks unless an emergency situation exists.

SECTION 8. ROTATING SHIFTS

Where rotating shifts are required, those responsible for making work schedules will assign shift rotation on an equitable basis. Individual requests for evening and night shift assignment may continue to be approved. Every effort will be made to refrain from rotating employees to evening or night shift immediately preceding their weekend off.

SECTION 9. CONSECUTIVE SHIFTS

No employee will be scheduled for more than two (2) different shifts in any one (1) work week unless the employee gives consent.

Employees will not be required to work consecutive shifts except in emergency conditions. There will normally be at least a minimum of an eleven and one-half (11½) hour break between work shifts except in emergency circumstances. For purposes of this section only, staffing deficiencies which cannot be reasonably anticipated by the Employer shall be considered as emergency circumstances.

SECTION 10. FLEXIBLE HOURS FOR HIGHER DEGREE EDUCATION

The Employer will make every effort to schedule employees working toward a higher degree in accordance with requests made in order for the employee to attend classes. Requests for leave will be granted based on the date of request.

SECTION 11. PUBLIC HOLIDAYS

Employees assigned to services/departments that are closed on public holidays shall have the option either to take the day of the holiday off, or to work in their own/other areas of the bargaining unit if such work is available and/or needed to be completed, as approved by the supervisor.

The national holiday referred to as Juneteenth, which takes place on June 19th, is recognized as a holiday by the Trust. Employees who are granted time off for this holiday will have a Personal Leave day deducted from their paid leave account. In any given year, in the event June 19th falls on a Saturday, it will be observed on the Friday before; and if it falls on a Sunday it will be observed on the next Monday.

SECTION 12. DAYLIGHT SAVINGS TIME

Employees who work during the change to Daylight Savings Time will be compensated for their normal shift.

ARTICLE XI SALARIES

SECTION 1. PAY DAY

The Employer shall make a good faith effort to include relevant data such as: accrued leave time and itemized deductions on each pay statement.

- A. Pay day shall be every other Friday. Paychecks may be picked up in division offices as soon as available. Every effort will be made to make such checks available to those employees on the 3:00 p.m. - 11:30 p.m. and 11:00 p.m. - 7:30 p.m. shifts after the 9:30 p.m. on Thursday and prior to the end of their shift.
- B. If a holiday is on Friday, pay shall be given on Thursday.
- C. The Employer will provide for direct deposit of paychecks in area banks and credit unions upon proper application from individual employees who wish it. Employees shall be informed as to the procedures for proper application.

SECTION 2. PAYCHECK ERRORS

In the event of an error in the pay check in the amount of one hundred dollars (\$100.00) or greater, a voucher in the corrected amount shall be made available to the employee within three (3) business days after pay day from the date the error is reported to the Payroll Department or from discovery of the error by management. For paycheck errors of less than one hundred dollars (\$100.00), the amount will be made available to the employee in the pay period following the report/discovery of the error.

SECTION 3. SALARY INCREASES

- A. First Year 2023-2024

Effective upon ratification, or on October 1, 2023, whichever comes first, a 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 (COLA),

- C. Third Year 2025-2026

The parties agree to resume bargaining no later than June 1, 2025 for the sole purpose of negotiating a Cost of Living (COLA).

Time served is defined as taking the number of years an employee has been on their current step, and advancing them through the new step schedule as if it were in existence from the time the employee first went into their current step number. Bargaining unit members will be credited with time served in their current step towards advancement on the amended step schedules. The Employer agrees that there shall be no selective wage adjustments for any classification covered by this agreement, other than those specified, unless it shall first meet and negotiate with the Union concerning the amount of such adjustments and the reasons therefore.

- D. Music Therapists: Effective upon ratification, or on October 1, 2023, whichever comes first, the step schedule for employees in the classification of Music Therapist shall be the same as the salary schedule for the classification of Child Life Specialist. All full-time and part-time employees in the Music Therapist classification will transition onto the new step schedule at their current step.
- E. The following classifications (listed below) will be credited with time served in their current step towards advancement on the amended step schedule:
- Medical Technologist 1
 - Medical Technologist 2
 - Physician Assistant Neurosurgery
 - Physician Assistant Cardiothoracic
- E. Medical Technologist I (job code: 1182) and Medical Technologist II (job code: 1183). Employees in the classifications of Medical Technologist I and Medical Technologist II will have one (1) longevity step added to the top of the schedule for a total of seventeen (17) steps.
- F. Physician Assistant. Cardiothoracic (job code: 2647) and Physician Assistant Neurosurgery (job code: 2910): Step 2 of the step schedule shall become Step 1 of the step schedule. Employees shall remain on their current numerical step at the new hourly rate assigned to that step.

One (1) additional step shall be added to the top of the schedule for a total of thirteen (13) steps.

A ten (\$10) dollar per hour differential for Physician Assistant, Cardiothoracic (job code: 2647) and five (\$5) per hour differential for Physician Assistant. Neurosurgery (job code: 2910) will be paid on all hours in pay status.

- G. Manager, Quality (job code 3037): Step 4 of the step schedule shall become Step 1 of the step schedule. Employees shall remain on their current numerical step at the new hourly rate assigned to that step.

- H. The Infection Preventionist (job code: 1332) classification will be consolidated with the Infection Prevention (IP) Coordinator classification (job code: 1323), and the Infection Prevention (IP) Coordination classification (job code: 1323) shall remain.
- I. All full time and part time bargaining unit members will be paid a one-step increase for working at the Behavioral Health Hospital and/or Behavioral Health inpatient unit at Jackson South providing the employee is not already receiving it. The step will be removed if the employee is no longer working at, or floats out of, the Behavioral Health inpatient unit at Jackson South.

SECTION 4. STEP PROGRESSION

Effective upon ratification or on October 1, 2023, whichever is earlier, progression through steps shall be modified as described in this Section. In implementing these provisions, employees shall be credited towards advancement on the current step schedules based on the progression as indicated. Employees who have met the new progression schedule at ratification will receive a new anniversary date following the new step movement.

- A. The progression through steps and Longevity steps is listed in Appendix C on the “Step Progression Chart”.

The last two steps on all salary ranges are Longevity steps, progression through which will thirty-six (36) months.

When there are eight (8) or fewer steps, progression up to the last two (2) Longevity steps will be every twelve (12) months.

When there are more than eight (8) steps but fewer than seventeen (17) steps, progression through steps 1 through 6 will be every twelve (12) months, thereafter progression up to the last two (2) Longevity steps will be every twenty-four (24) months.

An employee will only advance through the new pay scale on their anniversary date provided they are step eligible. An employee is step eligible if they have satisfactory performance evaluations (i.e. met standards) and worked the requisite number of months/hours towards the next step as outlined in Appendix C.

- B. There are seventeen (17) steps in the Medical Technologist I and II classifications. Advancement in these steps is as follows:

Step 1 to step 2 ----- 12 months
Step 2 to step 3 ----- 12 months
Step 3 to step 4 ----- 12 months

Step 4 to step 5 -----	12 months
Step 5 to step 6 -----	12 months
Step 6 to step 7 -----	12 months
Step 7 to step 8 -----	12 months
Step 8 to step 9 -----	12 months
Step 9 to step 10 -----	12 months
Step 10 to step 11 -----	24 months
Step 11 to step 12 -----	24 months
Step 12 to step 13 -----	24 months
Step 13 to step 14 -----	24 months
Step 14 to step 15 -----	24 months
Step 15 to step 16 -----	36 months
Step 16 to step 17 -----	36 months

There will be a minimum of 4.2% between all steps.

- C. Employees in this Unit are also eligible for the “Special Recognition Increase” program under the provisions established by the Employer for such a program.
- D. Part-time employees are eligible for step increases based on 2080 hours worked and satisfactory performance evaluations (that is, evaluations which meet standards).
- E. A change in classification status does not alter an employee’s anniversary date for purpose of accrual of leave benefits. An employee who is promoted will have his/her anniversary date changed to the date of promotion for purposes of receiving annual step increases in the new classification, except that an employee who is promoted within thirty (30) days of his/her step increase anniversary date will receive both his/her step increase and then promotional increase.

SECTION 5. SHIFT/WEEKEND DIFFERENTIAL

The Employer agrees to pay a shift differential on the night shift (11:00 p.m. - 7:30 a.m.) and on the evening shift (3:00 p.m. - 11:30 p.m.). Employees on regular assigned shifts which qualify for differentials under this section who are temporarily assigned by the Employer to the day shift for education or work assignment, shall continue to receive the differential they normally receive. Employees who work the evening or night shift who request to work the day shift temporarily will not receive shift differential.

Shift differentials shall be paid in accordance with the following guidelines:

- A. The Shift differential rates shall be:

Evening	\$4.00
Night	\$6.00

Effective the beginning of the first pay period following final ratification the shift differential rates shall be:

Shift	Rate
Evening	\$4.00
Night	\$6.00
Weekend	\$2.75

- B. Employees who earn a shift differential rate higher than the new rate cited above will have their rate frozen at the higher rate for the duration of the contract. The Employer will pay the appropriate differential for all hours worked on an evening or night shift.
- C. Employees who work weekends will be paid two dollars and seventy five cents (\$2.75) an hour for hours worked between 7:00 p.m. Friday and 7:30 a.m. Monday providing the employee's shift begins at 7:00 p.m. or later on Friday.
- D. This weekend shift differential will be paid only for actual hours worked, in addition to the shift differential. It does not apply to payment for leave of any type.

SECTION 6. ON-CALL PAY

The Employer will continue to pay on-call pay to those employees receiving such pay as of the date of this Agreement. The per hour pay rate shall be five dollars (\$5) on weekdays and six dollars (\$6) per hour on Saturdays, Sundays, and holidays.

- A. Hourly employees who are designated as on call and are not required to come into the hospital, but are required to resolve issues by telephone or computer, by their respective management or designee, shall be paid the appropriate hourly rate in 15 minute intervals and provide evidence for payroll as required by the employer. The proper form must be submitted to payroll timely for the respective payroll period. In the event that the employee is called back to work and receives call back pay, in no event will he/she receive pay for time spent on the telephone or computer.
- B. Salaried Employees On-call/Standby pay: Salaried employees who are designated as on-call and are not required to come into the hospital by their respective manager or designee, but are required to resolve issues by telephone or computer, shall be paid the appropriate hourly rate in fifteen (15) minute intervals, and shall provide evidence for payroll as required by the employer. The proper form must be submitted to payroll timely for the respective payroll period. However, no Employee performing on-call/standby duties will earn less than he/she is currently receiving.

- C. Any employee who is required to travel and/or float from one facility to another while on the clock will be reimbursed for their mileage at the federal reimbursement rate for the travel from one facility to the other.

SECTION 7. CALL-IN PAY

Employees who are called back to work after having left the Employer's facility at the conclusion of a work day, or who are called back to work on a day on which they are not scheduled to work, shall receive a minimum of four (4) hours pay at the applicable rate. Mandatory work-related activities, such as meetings, court appearances and depositions, shall be counted as "work" under this section. Call-in Pay does not apply however, if employees are called to report early for their regular shift.

SECTION 8. UNIFORM ALLOWANCE

Bargaining unit employees who are required by the Trust to wear a prescribed uniform, which is not provided by the Trust, shall receive uniform allowance in the amount of \$125.00 once per year in the month of January. Employees in the classification of Enrollment Specialists shall receive a uniform allowance in the amount of two hundred (200.00) dollars once per year in the month of January.

SECTION 9. SPECIAL WAGE PROVISIONS

In addition to the full-time bargaining unit employees currently receiving the fifty dollar (\$50) bi-weekly pay supplement, employees in the following classifications will also be eligible for the supplement effective the beginning of the first pay period following final ratification: Community House Physician, Social Worker 1, Social Worker 2, Clinical Social Worker, Licensed Clinical Social Worker, Licensed Mental Health Counselor, Medical Technologist 1, Medical Technologist 2, Dietician 1, Dietician 2, and Medical Record Practitioner.

SECTION 10. ANNUAL DIFFERENTIAL AND SPECIALTY PAY PARTY ADJUSTMENTS

Each May 1, the Employer will conduct a market study comparing bargaining unit differentials and specialty pay (shift differential, weekend differential, and preceptor pay) to determine the 75th percentile average payment of said differentials and specialty pay at comparable hospitals in South Florida. Each July 1, the above referenced differential and specialty pay rates for bargaining unit members will be adjusted upwards, where necessary, to meet the 75th percentile average determined above.

SECTION 11. CORRECTIONAL HEALTH SERVICES

All full-time and part-time bargaining unit members who are employed at Correctional Health Services (CHS) will be paid a five percent (5%) premium

on base salary. This CHS premium pay is only applicable for time spent working at CHS.

SECTION 12. PER DIEM PAY

Per Diem Professionals will be paid according to Appendix B. Upon mutual agreement, the parties may reopen negotiations on these wages at any time.

The per diem rates for the following classifications will be increased to the following hourly rate:

- Clinical Social Worker MSW/SW2 MSW -----\$32.00/hour
- Licensed Clinical Social Worker MSW -----\$32.00/hour
- Social Worker Supervisor MSW -----\$38.00/hour
- Dietitian ----- \$35.00/hour
- Medical Technologist 1 ----- \$37.00/hour
- Medical Technologist 2 ----- \$37.00/hour
- Music Therapist ----- \$27.00/hour

The rate for per diem professionals will be no less than Step one (1) of the pay step schedule for the classification. Current JHS employees in full-time or part-time exempt status classifications who opt to go into per diem status will be offered the per diem position at their current rate or at the set per diem rate, whichever is greater.

Per Diem Employees shall be paid time and a half (1½) for all hours worked on a holiday.

SECTION 13. EXTRA SHIFT PAY JOB BASIS EMPLOYEES

- A. Job basis professionals who work an extra shift will be paid the per diem rate or their base rate, whichever is greater.
- B. Employees may be paid an extra shift bonus to work an unscheduled extra shift in any workweek in designated areas of the system when management determines that there is a critical need in those areas based on staffing. Opportunities for extra shift bonus dollars will be posted in each unit/department. JHS agrees to provide the Union with a minimum of 24 hours’ notice of its unit/department. JHS agrees to provide the Union with a minimum of 24 hours’ notice of its intention to start and/or stop this program. When activated, bonuses will be awarded as follows:

- Eight-hour shift: ----- \$80
- Ten-hour shift: ----- \$100
- Twelve-hour shifts: ----- \$120

A partial shift of less than eight (8) hours but at least four (4) hours may be approved at a prorated rate.

- On-call and callback shift work is not applicable for the bonus.
- Part-time 24 status employees will earn any applicable extra shift bonus beginning on their fourth (4th) shift each week,
- Usage of any non-productive time during the applicable pay period will disqualify an extra shift bonus payments.
- Differentials shall be paid on all hours worked, as applicable, including but not limited to work performed on regular, overtime, or extra shifts.

SECTION 14. TOTAL REWARDS BENEFIT OPTION PLAN

All full-time bargaining unit members will have the option to participate in Total Rewards Benefit Option Plan that allows employees to forgo certain benefits in exchange for a pay supplement. The following are the eligible benefits and the dollar amounts of the annual pay supplements for each eligible benefit in the Total Rewards Benefit Option.

Total Rewards Benefit Option Plan

Benefit Options	Dollar Amount of Annual Pay Supplement
Health Insurance Jackson First Jackson Select Jackson POS	 \$5,850.00
Dental Insurance Delta PPO Delta HMO	 \$400
Paid Time Off (includes PL & Extended Illness) 12 PTO days to be used as needed	8% of the employee's annual base salary
Life Insurance Basic Survivor Benefits	 \$550

1. Pay supplements will be paid out in equal portions per applicable elections over 26 pay periods commencing on the first pay period of the calendar year, For employees who elect their benefits outside of the open enrollment period event, the pay supplement will be prorated and paid out in equal portions based on the date of commencement of their benefit period. The maximum pay supplement value is up to 20% of base salary,

2. Bargaining unit members who elect to forgo their Paid Time Off for the calendar year will receive twelve (12) days of Paid Time Off to be used for personal leave, for that calendar year. Unused days cannot be rolled over or cashed out after the corresponding calendar year.
3. Bargaining unit members who select to forgo their Paid Time Off for the calendar year who have Personal Leave hours in their Personal Leave bank that they accrued in previous years may take up to eight (80) hours of Personal Leave time during the elected calendar year, if approved by their manager.
4. Bargaining unit members who select to forego their Paid Time Off for the calendar year are eligible to elect to cash out their Personal Leave as per the language in the collective bargaining unit.
5. In order to be eligible for a pay supplement, bargaining unit members who are electing to forgo their health insurance must attest and show proof of insurance elsewhere, during the period that they will not be covered by one of the Jackson Health System insurance plans.
6. In order to participate in the Total Rewards Benefit Option plan, employees must complete the required enrollment documentation and timely renew their elections during each enrollment period.
7. This program be effective January 1, 2024, and will be sunsetted at the end of this Agreement, unless both parties mutually agree to continue the program.

ARTICLE XII STAFF DEVELOPMENT

SECTION 1. CLINICAL CERTIFICATION

The cost of one National clinical certification/licensure exam related to the employee's current area of practice will be reimbursed following successful completion. This does not apply to certification/licensure required for the employee's classification.

SECTION 2. FINANCIAL AID

Employees may continue to apply for financial aid to cover tuition, registration and travel to such seminars. Applications shall receive a timely reply.

SECTION 3. STAFF DEVELOPMENT

The Employer shall make every possible effort to continue to offer current courses, as well as updated and other relevant courses, in special areas of practice for employees working in, or scheduled to work in, a specialty area as part of Staff Development Programs. These educational programs will be

posted on the bulletin boards and any bargaining unit employee may apply. These requests will be granted as patient care permits. Every effort will be made to schedule these programs on all shifts. Programs will be videotaped for viewing at satellites.

SECTION 4. IN-SERVICE AND CAREER DEVELOPMENT PROGRAM

Employees shall be compensated for all time spent in required in-service training programs. Every reasonable effort will be made so bargaining unit employees will be given sufficient time to complete all mandatory education requirements during work hours, in their work areas, and free of a patient assignment.

SECTION 5. CONFERENCES

In no case shall employees be required to do presentations as a condition of attending a conference.

ARTICLE XIII VACATION AND LEAVE

The Employer provides a certain number of paid hours per year to be used for rest, relaxation, vacation, sickness, bereavement, and other personal needs. Nurses in the bargaining unit employed by the PHT will receive personal leave hours in lieu of annual leave hours, sick leave hours, and holidays.

SECTION 1. PERSONAL LEAVE DAY PROGRAM

Paid personal leave hours are provided under the Personal Leave Plan to cover time off from work that is planned and/or unplanned. All paid personal leave must be approved by the employee’s department head, supervisor, or other designee.

- A. A planned absence from work is defined as time off, requested and approved at least twenty-four (24) hours in advance by the employee’s department head, supervisor, or other person designated to approve time off.
 - 1. Except as provided in Section 3, paragraph 1 of this Article, requests for planned personal leave of more than three (3) days shall be submitted at least forty (40) days in advance unless extenuating circumstances give rise to the need to submit requests within a shorter time frame.
 - 2. Requests for planned personal leave shall be approved based upon staffing needs and to insure proper and adequate patient care. Except as provided in Section 3 herein, requests for leave will be granted based on date of request.
- B. An unplanned absence is defined as time taken off by the employee which is unscheduled and not approved in advance by the department

head, supervisor, or other designee. In order to receive pay for hours not worked due to an unplanned absence, employees must provide timely notification prior to the start of the scheduled shift of work and a valid reason given to their supervisor or authorized designee as outlined in the Personnel Administrative Policy #358. Written documentation of illness will not be required unless a pattern of unplanned leave utilization exists. Personal leave hours accrue from date of hire.

- C. Full-time employees are eligible for paid personal leave hours after the completion of six (6) months of continuous service or, in the case of part-time employees, after six (6) months equivalent of service (1040hours).

New full-time employees may take up to a maximum of forty (40) hours of paid planned personal leave during the first six (6) months of employment. However, the number of hours taken will be deducted from the total amount of hours accrued after the employee completes six (6) months of continuous service or its equivalent. Should the employee resign or be terminated prior to the end of the first six (6) months, the dollar equivalent of the number of hours taken will be deducted from the employee’s final paycheck.

- D. Full-time employees shall earn paid personal leave hours as follows:
 - 1. During the first five (5) years of employment, 0.1115 hours shall be earned for each hour in pay status per pay period up to a maximum of 8.920 hours (80 hours or more in pay status). This approximates twenty-nine (29) days per year. However, a full-time employee shall not be eligible to receive payment for personal leave days until after the first six (6) months of employment, except as outlined in Section 2.

The yearly accrual of twenty-nine (29) personal leave days includes ten (10) vacation days, thirteen (13) holidays, and six (6) sick days, all of which are accrued incrementally over the course of the year as indicated above. Accordingly, employees who work a paid holiday receive pay for actual hours worked plus personal leave accrual for the holiday.
 - 2. In order to recognize longevity of service, employees with more than five (5) years of continuous service shall earn personal leave hours as follows:

Year of Employment	Per Hr. In Pay Status	Max. Hours Earned Per Pay Period	Equivalent Day* Earned Per Year
6th-----	.1154-----	9.232-----	30
7th-----	.1192-----	9.536-----	31
8th-----	.1231-----	9.848-----	32
9th-----	.1269-----	10.152-----	33
10th-15th -----	.1308-----	10.464-----	34

16th-----	.1346-----	10.768 -----	35
17th-----	.1385-----	11.080 -----	36
18th-----	.1423-----	11.384 -----	37
19th-----	.1462-----	11.696 -----	38
20th on-----	.1500-----	12.000 -----	39

*Calculations are based on 8-hour shifts.

3. Full-time employees who are assigned to work regularly scheduled ten (10) hour shifts shall earn an additional twenty two (22) hours of personal leave per year (shorter periods of time will be prorated). Full-time employees who are assigned to work regularly scheduled twelve and a half (12½) hour shifts shall earn an additional thirty-eight point five (38.5) hours of personal leave per year (shorter or longer periods of time will be prorated).

E. Part-time employees shall earn personal leave hours based on actual hours worked:

1. During the first 10,400 hours (first five (5) full-year equivalents, FTE), 0.1115 hours shall be earned for every hour worked, up to a maximum accrual rate of 8.920 hours. However, part-time employees shall not be eligible to receive payment for personal leave until they have worked at least 1040 hours (six (6) month equivalent).
2. Employees who have worked more than five (5) full-year equivalents shall earn paid personal leave hours as follows:

Hours Worked	Hours Earned Per Hour Worked
10,401-12,480-----	.1154
12,481-14,560-----	.1192
14,561-16,640-----	.1231
16,641-18,720-----	.1269
18,721-31,200-----	.1308
31,201-33,280-----	.1346
33,281-35,360-----	.1385
35,361-37,440-----	.1423
37,441-39,520-----	.1462
39,521 on-----	.1500

F. Personal leave hours shall be paid at the employee's regular shift rate of pay.

Personal leave hours may be accumulated up to a maximum of five-hundred (500) hours.

G. Personal leave hours shall be used during the first three (3) consecutive scheduled workdays (to maximum of twenty-four (24) hours) of any spell of illness. After 3 years, 16 hours of personal leave are used for illness and after 10 years, 8 hours of personal leave are used; these personal leave hours shall be defined as unplanned absences. If sufficient personal leave hours are not available to cover a spell of illness, any uncovered portion shall be without pay, until the benefits of the Extended Illness Leave Plan are in effect.

H. Personal Leave/Vacation Accrual Cash Outs

1. Employees who have at least 80 hours of unused Personal Leave/ Vacation as of the election date (from December 1 through December 21) of any calendar year (the "Election Year") may voluntarily elect to receive cash instead of 20 to 80 hours (for employees with less than 10 years of continuous service) or up to 120 hours (for employees with 10 years or more of continuous service), total for the year, but for no more hours than they may accrue in the next calendar year (the "Accrual Year"). The election must be made in increments of one hour. Based on the employee's request, cash-out payments will be distributed in the last paycheck in June and/or December of the Accrual Year.
2. An election to cash-out Personal Leave/Vacation hours that may accrue in the Accrual Year must be made before the beginning of the Accrual Year from December 1 through December 21 of the Election Year.
3. The employee must make the election to cash-out Personal Leave/ Vacation hours that he or she will accrue in the Accrual Year in writing, on a cash-out election form provided by Jackson Health. The election must state the number of Personal Leave/ Vacation hours to be cashed out.
4. All elections are irrevocable once made. Employees cannot increase or decrease the number of Personal Leave/Vacation hours they will cash out in the Accrual Year after December 21 of the Election Year.
5. Payment of cashed-out hours will be made in the last pay period of June and/or December of the Accrual Year at the rate of pay at the time of payment. Upon employment separation for any reason before the end of the Accrual Year, all accrued personal leave hours, including hours designated as cash out, shall be paid out in accordance with Section I below.
6. During the accrual year, accrued time shall be allocated on a pro rata basis between cash out and Personal Leave/Vacation

time on the same percentage basis as the cash out amount is to the potential maximum accrual. (Example: If an employee elects to cash out 80 hours and is entitled to accrue a maximum of 240 hours in the accrual year, personal leave accruals shall be allocated 33.33% toward cash out and 66.67% toward the leave balance.)

7. Elections to cash out leave must be made on a tax (calendar) year basis.
 8. Employees are solely responsible for assuring appropriate leave balances for their personal needs. An employee will be without pay (out of pay status) if appropriate leave balances or other sources of payment or leave are not applicable.
- I. Upon separation of employment, the employee shall be eligible for payment of accrued personal leave account hours.
1. To qualify for a 100% terminal benefit from the personal leave account, a minimum of six (6) months of continuous employment (or its equivalent for part-time employees) must be completed. Further, for job basis employees a minimum of four weeks advance notice of voluntary resignation must be given and two weeks for hourly paid employees, unless extenuating circumstances warrant a shorter time frame.
 2. An employee who has been discharged after a minimum of six (6) months of continuous employment shall be paid 100% of terminal benefits.
 3. The terminal leave benefit for accrued personal leave account shall be paid at the employee's base rate.

SECTION 2. EXTENDED ILLNESS LEAVE

In recognition of the employee's need for income protection against extended illness, an extended illness leave plan is established for each permanent employee. The number of hours earned and used by the employee shall be accounted for through the employee's extended illness leave account.

- A. To be eligible for payment of extended illness leave, the employee must fulfill the following requirements:
1. A full-time employee shall have completed six (6) months of full-time employment.
 2. A part-time employee shall have accumulated 1040 hours worked.

3. An employee shall give timely notice to the appropriate department head, supervisor, or other designee of the inability to report to work due to illness. The department head, supervisor, or other designee shall be kept informed on a daily basis (unless otherwise instructed by the supervisor) of the employee's physical condition and the expected date of return.
 4. A physician's certificate describing the disability and the inability to work may be required before approval will be given for payment of extended illness leave hours.
- B. A full-time employee shall accrue 0.024 hours extended illness leave for each hour in pay status per pay period up to a maximum of 1.850 hours per pay period, not to exceed forty-eight (48) hours per year.
 - C. A part-time employee shall accrue 0.024 hours extended illness leave for every hour worked, up to a maximum of 1.850 hours per pay period, not to exceed forty-eight (48) hours per year.
 - D. An unlimited number of days may be accumulated in the extended illness leave account.
 - E. Extended illness leave shall be paid at the employee's regular shift rate of pay.
 - F. Payment for extended illness leave for employees with less than three (3) years of service shall begin on the fourth (4) consecutive working day of a spell of illness. The first three (3) consecutive working days to a maximum of twenty-four (24) hours of illness shall be paid out of the personal leave account, if available. The three (3) working days, twenty-four (24) hour deductible will be waived for immediate family critical illness and an employee's illness requiring hospitalization. After three (3) full years of employment, payment for extended illness shall begin on the third (3) consecutive working day or after sixteen (16) hours of a spell of illness. After ten (10) full years of employment, payment for extended illness shall begin on the second (2) consecutive working day or after eight (8) hours of a spell of illness.

Extended illness payment shall begin on the first scheduled working day of the illness under the following conditions:

1. Any illness requiring hospitalization, or
2. Employee is seen in out-patient care center for out-patient surgery, or
3. Occupational diseases or injuries sustained prior to receiving Workers Compensation, or

4. Continuing illness when employee attempts to return to work too soon.

G. For critical illness in the immediate family, an employee is entitled to five (5) days paid extended illness leave per leave year.

H. Effective upon ratification, employees hired prior to October 1, 2017, with less than thirty (30) years full-time PHT/County employment who retire or resign from the PHT will be eligible to receive payment for up to a maximum of 1,000 hours of accrued extended illness leave at the employee's current rate of pay at time of separation, excluding any shift differential, prorated in accordance with the following schedule:

Less than 10 years	No Payment
10 yrs. but less than 11 yrs.	- 25%
11 yrs. but less than 12 yrs.	- 30%
12 yrs. but less than 13 yrs.	- 35%
13 yrs. but less than 14 yrs.	- 40%
14 yrs. but less than 15 yrs.	- 45%
15 yrs. but less than 16 yrs.	- 50%
16 yrs. but less than 17 yrs.	- 55%
17 yrs. but less than 18 yrs.	- 60%
18 yrs. but less than 19 yrs.	- 65%
19 yrs. but less than 20 yrs.	- 70%
20 yrs. but less than 21 yrs.	- 75%
21 yrs. but less than 22 yrs.	- 77.5%
22 yrs. but less than 23 yrs.	- 80%
23 yrs. but less than 24 yrs.	- 82.5%
24 yrs. but less than 25 yrs.	- 85%
25 yrs. but less than 26 yrs.	- 87.5%
26 yrs. but less than 27 yrs.	- 90%
27 yrs. but less than 28 yrs.	- 92.5%
28 yrs. but less than 29 yrs.	- 95%
29 yrs. but less than 30 yrs.	-97.5%

Effective upon ratification, employees hired prior to October 1, 2017, who retire after 30 years of full-time PHT/County employment, will be eligible to receive 100% payment of their full balance of accrued extended illness leave. Such payment will be made at the employee's current rate of pay at the time of retirement, excluding any shift differential and will not be subject to any maximum number of hours.

I. Effective upon ratification, employees hired after September 30, 2017, will accrue extended illness hours in accordance with this Section, but shall not be eligible to receive payment for any accrued extended illness hours upon separation.

SECTION 3. VACATION REQUESTS

A. Annual Vacation Scheduling Procedure

The annual vacation leave period will be January through December. The vacation scheduling procedure shall be as follows:

1. Leave request forms will be distributed with a sample copy of the upcoming year's vacation calendar by October 1st.
2. Leave request forms shall be returned by employees by November 1st.
3. Annual vacation calendars will be published and posted by December 1st.
4. Employees may request any two vacation periods, designating them as "first plan" and "second plan." Although eighty (80) hour blocks of vacation are preferable for scheduling convenience, intermittent vacation (in periods of 8 hours or more each) may be scheduled.
5. Employees will be granted one hundred and sixty (160) hours of vacation yearly based on this vacation scheduling procedure. Every possible effort will be made to accommodate a longer period of time if requested by the employee.
6. Vacation periods will be scheduled by unit seniority for the first one hundred and sixty (160) hours of each employee's vacation schedule for the year. Remaining vacation will be scheduled on a "first come, first served" basis, based on patient care needs. All employees (except those who have not completed their probationary period as of January 1st of the upcoming year), will be encouraged to schedule and take at least forty eighty (80) hours of vacation each calendar year.
7. Employees whose forms are not returned by November 1st will have vacation scheduled for the upcoming year on the "first come, first served" basis mentioned above.

- B. At all other times during the vacation year, requests will be scheduled on a "first come first served" basis. Vacation requests should be submitted in advance of schedules being prepared and posted (typically 4-6 weeks prior to the requested day (s) off); however, vacation requests made less than 4-6 weeks in advance shall not be unreasonably denied. Response to vacation requests under this paragraph will be in writing, and will be provided to the employee no later than fourteen (14) calendar days after the date of submission. If the vacation request is not responded to within fourteen (14) calendar days, the employee may escalate the request to the next level Supervisor. The next level

Supervisor will make a final determination within seven (7) calendar days.

SECTION 4. HOLIDAY REQUESTS

Holiday scheduling, including Thanksgiving time off, shall be done in a fair, equitable manner on a rotational basis.

Christmas & New Year Holiday Requests: If staffing requires, each employee will be expected to work one or the other of the two holidays in all units that are open during these holidays.

These holiday requests are unique. Requests for time off during the two pay periods around Christmas will be granted fairly and rotationally regardless of seniority or timing of request. No one person will be eligible to receive more than one week off at the expense of other employees not receiving time off, thus allowing everyone to get a week off if requested. Time off greater than one week not prohibited if logistically possible. Departmental supervisors will begin this request process each fall by posting notice to their employees that requests are due. Adequate notice should be allotted to allow all employees time to submit requests per "Clairvia". Seniority will be used as a tie breaker if necessary.

SECTION 5. LEAVE WITHOUT PAY

- A. Permanent employees, with the approval of their department head, may be granted a leave of absence without pay for a period not to exceed one (1) year for sickness or disability, to engage in a course of study or other good and sufficient reason which is considered in the best interest of County service.
- B. Employees may be granted leave under this section to serve as full-time representatives of the Union or to enable them to take appointments in the exempt service.
- C. A leave of absence without pay for religious holidays may be granted by the department head.
- D. All requests for extensions of leaves without pay beyond one (1) year must be approved or disapproved by the department head and the director of Human Resources.
- E. Employees will be allowed to maintain forty (40) hours in their personal leave bank while on approved leave without pay.

SECTION 6. BEREAVMENT LEAVE

Full-time employees who have completed nine (9) pay periods of County/ PHT service will be granted three (3) days of emergency bereavement leave

with pay in the event of a death in the immediate family. Immediate family is defined as the employee's spouse, and employee's or spouse's children, mother, father, sister, brother, grandfather or grandmother, son-in-law, daughter-in-law, or upon proof of any person in the general family whose ties would be normally considered immediate and living within the same household. For the purposes of this section "spouse" shall be understood to include a significant other living within the same household. Bereavement leave shall have no relationship to travel time or qualified use of any other leave time that may be due or useable by the employee.

SECTION 7. MILITARY LEAVE

The Employer is governed by Federal and State law concerning military leave and all employees represented by this contract shall receive the benefits of such laws.

SECTION 8. VOTING

The Employer agrees to allow each employee who meets the conditions set forth below reasonable time off with pay, not to exceed one (1) hour, to vote in each local and general election. Voting time will be scheduled in such a fashion as to not interfere with normal work production, however, the Employer shall attempt to schedule this time off at either the beginning or end of an employee's work shift. The location of the employee's precinct and the employee's work schedule shall be considered in scheduling time off. Whenever possible, scheduling of such voting time will be posted as early as ten (10) working days prior to the date of the election.

CONDITIONS

- A. The employee must be a registered voter; and
- B. Must be scheduled for a shift of at least eight (8) hours duration on election day; and
- C. More than one-half ($\frac{1}{2}$) of the hours of the scheduled shift must be between 7:00 A.M. and 7:00 P.M. on Election Day.

SECTION 9. JURY DUTY

Employees who are called to serve on jury duty or to testify as witnesses under subpoena will be excused from work and will be paid their regular salary for the duration of this service. To be excused, employees should present official notice of jury duty or subpoena to their immediate supervisor.

An employee who is subpoenaed by a private party to a suit and testifies while being excused from duty with pay may accept a witness fee, but must turn it over to the hospital properly endorsed. However, jury fees shall be retained by the employee.

SECTION 10. LEAVES FOR UNION BUSINESS

- A. Leaves of absence without pay for periods not to exceed one (1) year shall be granted to the equivalent hours of up to three (3) bargaining unit employee in order to accept full-time positions with the Union. The Union shall make written application for such leaves thirty (30) days in advance, may not make application for more than one (1) FTE from any one (1) unit during the same period, and no more than one employee from the unit/department may be released at any given time. Employees granted such leaves shall continue to accrue bargaining unit seniority during the term of their leave. Employees returning before or at three (3) months shall return to their former unit and position. After three (3) but within twelve (12) months, employees shall return to a comparable position.
- B. Leaves of absence without pay for periods not to exceed one (1) week shall be granted to Union Representatives to attend Union functions. The total number of person-weeks allowable under this paragraph shall not exceed ten (10) weeks per year. The Union shall make written application for such leaves sixty (60) days in advance. Employees granted such leaves shall continue to accrue bargaining unit seniority and, upon return, shall assume their former unit and position.
- C. Leaves of absence/release time with pay shall be granted to Union Representatives to perform Union roles and responsibilities. The total amount of this leave shall not exceed seventy five (75) days. Employees granted such leave shall continue to accrue bargaining unit seniority and, upon return, shall return to their former unit and position. Leaves granted under this paragraph shall be counted as time worked for the purpose of calculating overtime pay.
- D. The Union President will be granted full time release from duty with full pay and benefits, including all benefits and compensation due under the SEIU/PHT contract and PHT policies and procedures.

SECTION 11. ADMINISTRATIVE LEAVE

Beginning October 1, 2017, the annual holiday administrative day will be discontinued.

ARTICLE XIV EMPLOYMENT PRACTICES

SECTION 1. PROBATIONARY PERIODS

The first six (6) months of full-time continuous employment shall be the probationary period. After successful completion of the probationary period, the employee shall be considered a permanent employee unless specifically advised by the Employer. The Employer retains the right to

terminate probationary employees without notice or pay in lieu of notice. Probationary employees are not required to give notice of intention to terminate. Probationary employees are, however, requested to give two (2) weeks' notice. The probationary period may be extended at the option of the Employer provided that the total probationary period may not exceed one (1) year, and the employee has agreed to the extension. The employee's agreement shall be in writing.

SECTION 2. LOUNGE AREAS

Present lounge space will be maintained and the Employer agrees to provide adequate lounge space, or equivalent lounge space in all new facilities.

SECTION 3. WORK IN HIGHER CLASSIFICATION

Any employee who is assigned the duties of a higher position will receive a one-step increase above his/her regular hourly rate for each shift and any continuous hours worked in the higher classification. Employees regularly assigned as lead workers shall receive a one-step increase in accordance with the practice in existence at the time this contract is ratified.

Any employee temporarily assigned to fill in for the duties of a supervisor shall receive a two-step increase above his/her regular rate of pay for the entire period that he/she works in that status.

No employee temporarily appointed to any acting position or who works out of classification will lose shift differential.

The parties agree that where there is a formalized preceptor program as established by the PHT, any bargaining unit member temporarily assuming the duties of a preceptor will receive a two dollars and fifty cents (\$2.50) increase per hour for a minimum of four (4) or more continuous hours worked in this position.

SECTION 4. CLASSIFICATION APPEAL

- A. Whenever an employee feels there is just cause to appeal a classification, the employee may apply for a review of the classification in writing to the immediate supervisor.
- B. Such a request, including a job description prepared by the employee shall be forwarded to the Division Director/Administrator by the employee's supervisor.
- C. Within fifteen (15) working days of receipt of request, a meeting will be convened between the Senior Vice President of Patient Care Services and/or designee and the Employee and his/her representative.

- D. Within thirty (30) working days of such receipt for request of reclassification, the Senior Vice President of Patient Care Services and/or designee shall render a decision.
- E. If the employee is not satisfied with the decision; the employee may within ten (10) working days request a hearing by the director of Human Resources. At the hearing, the employee may be accompanied by a representative of the employee's choosing and may produce any documents and evidence to support the claim for reclassification. The director of Human Resources will explain the basis for the decision in the event the request is denied. The director of Human Resources shall hold such hearing within thirty (30) days of request.
- F. The Director of Human Resource's decision shall be rendered within thirty (30) days and shall be final subject to review by the President of the Public Health Trust. In the event the request for reclassification is upheld, the employee shall receive appropriate compensation beginning with the pay period that the original request was initiated in writing. For purposes of this article, employees relieving for vacation, short-term illness and emergency leaves of absence will not be eligible to apply for reclassification.

SECTION 5. EMPLOYEE'S FILE

No performance evaluation, Record of Counseling, or corrective action notification, or any record of formal or informal counseling, shall be considered to be part of an employee's official record unless the employee has been offered or given a copy and has been afforded the opportunity to sign the document or to add the employee's written disagreement to it.

Upon prior request, employees shall have access to their personnel files. Nothing will be placed in an employee's file without knowledge of the employee. Employees shall have the right to attach written comments to items in their file and these comments shall become part of the official record. Employees may obtain one (1) copy of any item(s) in their file.

Employees who request in writing to be notified by the Personnel Administrator when anyone other than a County or PHT employee has received access to their file shall be so informed.

SECTION 6. EVALUATION OF WORK PERFORMANCE

- A. Each employee will receive an evaluation of the employee's work performance at the end of the first six (6) months of probationary employment, Thereafter, employees will receive an annual performance evaluation will recurrent touchpoints to discuss progress and attainment of goals. Regular part-time employees will also receive a similar yearly performance evaluation.

- B. The evaluators are ones who make frequent observations of the employee's performance and share responsibility for the employee's professional growth and development.
- C. The evaluator, oriented to the purpose and method of evaluation, will be the immediate supervisor of the employee being evaluated.
- D. The evaluator discusses the evaluation in conference with the employee who has the right to make written comments on the form. A copy of the completed evaluation, signed and dated by both parties, is given to the employee after it has been reviewed by the Department Director or designee.
- E. If the evaluation is less than satisfactory, the employee shall be offered advice and counsel on how to improve performance and may be reevaluated within ninety (90) days.
- F. A permanent employee who receives a performance rating which is below standards may appeal the evaluation, in accordance with the grievance and arbitration procedure provided under Articles VII and VIII of the Agreement.
- G. When an employee is eligible for a step increase, it shall not be delayed beyond the employee's anniversary date if a supervisor does not complete the evaluation in a timely manner.
- H. If an employee's supervisor is not a similar medical professional, the Senior Vice President of Patient Services or designee may designate a Professional as an appropriate medical professional to serve as the reviewer of the evaluation. The appointed reviewer shall discuss the evaluation with the employee being evaluated before signing off.

SECTION 7. PROMOTIONS AND DEMOTIONS

- A. It is the policy of the Employer to encourage and give priority to promotions from within, thereby providing all employees with the opportunity to aspire to higher level positions within the PHT's operations.
- B. "Promotion" shall be defined as the movement of an employee from a job classification to another job classification where the difference between the Step 1 hourly rate of the new position and the Step 1 hourly rate of the previously held position is at least 4.2%.

All promotions will involve a minimum increase of one (1) step. All promotions will involve a six (6) month trial period. Permanent status employees who are promoted and serving a trial period shall continue to retain their rights under this agreement.

Permanent status employees who are promoted and fail to successfully complete their six (6) month trial period will be offered a vacant position in the previously held permanent status classification, if available, or may bump a probationary/trial employee in that classification.

- C. "Demotion" shall be defined as the movement of an employee from a job classification to another job classification where the difference between the Step 1 hourly rate of the new position is a reduction of 4.2% or greater from the Step 1 hourly rate of the previously held position.

All demotions will involve a minimum decrease of one (1) Step. For purpose of clarification, a one (1) Step decrease must be at least 4.2%.

Whenever an employee who has been promoted is thereafter demoted to his/her previously held classification, whether voluntarily or involuntarily, his/her wages shall (s) be reduced by the same number of steps that it was increase when the promotion was awarded, or (b) the employee shall be placed in the same position he/she would have been in had the promotion never occurred with his/her previous anniversary date, whichever is more beneficial to the employee.

- D. "Lateral" shall be defined as the movement of an employee from one position to another where there is an identical pay scale or the difference between Step 1 rates is less than 4.2%. Employees will be transitioned to the new position at the next highest step, so long as it is less than a 4.2% increase.
- E. For layoffs or reassignments that are considered demotions, the employee will transition to the same or next lowest step of the new pay scale.
- F. An employee who has been demoted as a result of a layoff or reassignment, and subsequently promoted to the previous or similar position, will have their salary history taken into consideration when determining the new promotional rate.
- G. Any deviation from the rules referenced above will be noticed to the Union.

SECTION 8. LONGEVITY BONUS

Annual longevity bonus payments will be made in accordance with the following schedule:

Upon completion of 15 years of full-time continuous County Service, 2.5% bonus payment of base salary.

Upon completion of 16 years of full-time continuous County Service, 2.6% bonus payment of base salary.

Upon completion of 17 years of full-time continuous County Service, 2.7% bonus payment of base salary.

Upon completion of 18 years of full-time continuous County Service, 2.8% bonus payment of base salary.

Upon completion of 19 years of full-time continuous County Service, 2.9% bonus payment of base salary.

Upon completion of 20 years of full-time continuous County Service, 3.0% bonus payment of base salary.

Upon completion of 21 years of full-time continuous County Service, 3.1% bonus payment of base salary.

Upon completion of 22 years of full-time continuous County Service, 3.2% bonus payment of base salary.

Upon completion of 23 years of full-time continuous County Service, 3.3% bonus payment of base salary.

Upon completion of 24 years of full-time continuous County Service, 3.4% bonus payment of base salary.

Upon completion of 25 years of full-time continuous County Service, 3.5% bonus payment of base salary.

Upon completion of 26 years of full-time continuous County Service, 3.6% bonus payment of base salary.

Upon completion of 27 years of full-time continuous County Service, 3.7% bonus payment of base salary.

Upon completion of 28 years of full-time continuous County Service, 3.8% bonus payment of base salary.

Upon completion of 29 years of full-time continuous County Service, 3.9% bonus payment of base salary.

Upon completion of 30 years or more of full-time continuous County Service, 4.0% bonus payment of base salary.

The minimum amount of payment will be \$350.00.

Full-time employees who accept a part-time position and thereafter accept a full-time position will have their years of service in the full-time position

recognized for purposes of receiving their longevity bonus as long as their service is continuous. Years of service in a part-time position will not count towards the longevity bonus.

SECTION 9. EDUCATIONAL BONUS

All full-time employees who are not required by JHS to have a Master's degree for their current classification but earn a Master's degree on or after October 1, 2014 in their area of practice at JHS shall receive a one-time bonus of \$1,040.00 upon receipt and proof of their degree.

All bonuses and payments for certifications are payable upon completion of the initial probationary period.

SECTION 10. REFERENCE BOOKS AND PERIODICALS

- A. To assure a high quality of care, each division and/or each agency where employees perform duties, will have a designated area for reference books and current periodicals, relating to care given in the area or agency.
- B. Employees shall have access to the University of Miami Calder Library for reference books and periodicals. With prior approval from the employee's supervisor, the Employer agrees to pay for Medline and copying service charges incurred by the employee.
- C. Employees should submit their requests for certain books and publications for their use. Each agency or division will have a minimum of two (2) professional periodicals per bargaining unit. These will be available to employees on all tours of duty.

SECTION 11. PARKING FACILITIES

The Employer will make every effort to provide adequate security in all parking facilities owned by the PHT especially during changes of shifts.

Employees are encouraged to call Security at night for escort to and from the parking structures.

The Employer will provide one (1) month free parking for all employees whose cars are vandalized or stolen.

Employees who pay a parking night shift rate who are coming on the PHT campus because they are on call or for other patient care related issues will be reimbursed any fees for parking in any of the Main campus parking facilities between the hours of 9:00 a.m. to 5:00 p.m.

SECTION 12. NEW EQUIPMENT AND PROCEDURES

In-service training regarding new equipment or procedures and training required by a licensing agency will be provided in all areas on all tours of duty.

SECTION 13. DRUG DISCOUNT

Employees may purchase drugs at the pharmacy at a rate of cost plus 10%. A surcharge of one dollar (\$1.00) will be added for each visit to the pharmacy for prescriptions for one (1) person.

SECTION 14. TUITION REIMBURSEMENT

All eligible full time bargaining unit employees employed by the Employer will receive one hundred per cent (100%) tuition reimbursement in accordance with the established policies and procedures maintained by the Employer. This reimbursement may be used for continuing education, seminars, conferences and/or certification modules, providing it is approved in advance by the Department of Education and Development.

All eligible regular part-time bargaining unit employees will receive 50% tuition reimbursement in accordance with the established policies and procedures maintained by the Employer.

SECTION 15. JOB SPECIFICATION LANGUAGE

- A. No employee covered by this agreement shall be required to do work outside his/her classification, except under emergency conditions as declared by the President of the PHT, County Manager or their authorized representatives.
- B. The Union shall have a representative on the Performance Standards Committee. Whenever there is a proposed change in the job specification or title of a class within this Bargaining Unit from this Committee, the Employer shall notify the Union of the proposed changes in job duties. The Union shall receive a copy of the current job specification and the proposed job specification.
- C. Upon notification, the Union may request to meet and negotiate over the impact of such changes on unit employees as provided in Article V, Section 2.
- D. Proposed changes shall be publicized among employees.

It is understood by the parties that the duties enumerated in job specifications are not always specifically described and are to be construed liberally.

It is understood by the parties that the duties to be added in the proposed change in the job specification shall bear a reasonable relationship to the duties and responsibilities currently contained therein. Changes proposed by the Employer other than the addition of new duties, shall be reasonable under the circumstances. The

Union may make proposals to the director of Human Resources. The decision of the director of Human Resources shall be final, subject to review by the President of the PHT.

SECTION 16. RUBELLA AND HEPATITIS-B VACCINE

Rubella and Hepatitis-B vaccine will be offered to all employees as part of pre-employment physical as well as to those employees currently employed. Appropriate titers will be drawn as necessary.

SECTION 17. INJURIES, REHABILITATION AND REORIENTATION

- A. Consistent with PHT and County policies, if an employee is injured while on duty, the Employer will make every effort to assist the employee in making application for worker's compensation. In the event the injury is of a nature which will inhibit his/her ability to perform his/her duties, the Employer will make every effort to rehabilitate and reorient the employee to perform duties of a different nature.
- B. Eligible bargaining unit employees shall be entitled to eighty percent (80%) short term disability leave benefits in accordance with coverage provided under the Miami-Dade County Code (Section 2-56.27.1).

SECTION 18. SCOPE OF PRACTICE

It is agreed that, except in emergency situations, employees will not be expected to routinely perform duties outside the general scope of their clinical practice. Consistent short staffing, whether of Professionals or of support personnel, shall not be considered as emergency situations. The Employer agrees to make a good faith effort to minimize non-clinical duties and to identify and reduce such duties.

SECTION 19. CLINICAL SOCIAL WORKER LICENSURE EXAM

Effective upon ratification, the PHT agrees to pay the cost of the Clinical Social Worker Licensure Exam and pre-exam registration upon successfully passing the exam.

SECTION 20. REFERRAL AND RETENTION INCENTIVE PROGRAM

A referral/retention incentive program for the purpose of hiring qualified candidates into difficult to fill positions may be implemented during the term of this Agreement upon mutual agreement of the parties.

SECTION 21. CELLULAR PHONE PROGRAM

Bargaining unit employees who are required to carry a cellular phone to conduct PHT business because of the business needs of the PHT shall

receive a monthly stipend of \$40.00 to be paid on an eligible employee's paycheck on a post-tax basis, subject to all required deductions. Bargaining unit employees who have been selected to carry a cellular to conduct PHT business shall abide by PHT Policy and Procedure 232A.

ARTICLE XV VACANCIES, TRANSFERS, REASSIGNMENTS, UNIT MERGERS, AND FILLING VACANCIES

SECTION 1. SHIFT TRANSFERS, POSTING AND FILLING OF VACANCIES, AND REASSIGNMENTS

- A. Shift Transfers. Recognizing that access to preferred shifts by employees can make an important contribution to employee morale and retention, the parties agree that all available shifts shall be made available to employees within the unit by unit seniority.
- B. Posting of Vacancies. All unit available vacancies shall be posted in the unit and concurrently throughout all PHT facilities. If employee under paragraph A do not express interest in the vacancy within the first fourteen (14) days of posting, the vacancy shall continue to be posted on bulletin boards located throughout the PHT facilities until a job offer is made by recruitment services. With written notice to the Union, the Employer may offer employment to an employee prior to the end of the fourteen (14) day posting period, providing that:
 - 1. More than one (1) vacancy exists in the unit.
 - 2. Priority for shift selection under A above is maintained.

Recruitment Services is responsible for posting all vacancies for which a personnel requisition has been submitted.

- C. Filling of Vacancies. During this posting period, current employees with the necessary qualifications will be given preference over outside applicants. When skill, competency, and ability are considered substantially equal in the judgement of the Employer, seniority shall be the deciding consideration in filling vacancies. All employees who apply for a posted vacancy shall be advised of the vacancy status as soon as practical. An employee's current salary will not be a determining factor when considering employees for transfer.
- D. There will be no less than two (2) or more than three (3) weeks notice to the department from which an employee is transferred. In the event that the position being vacated is critical to the operation of the unit, the employee may be retained until such time as the employee is replaced, but for no more than sixty (60) days. However, for pay purposes, transfers will be effective at the beginning of the pay period following acceptance.

- E. An employee returning to a previous permanent-status classification within one (1) month will be transferred to the employee's previous position and department unless the position has been abolished or has been filled by another employee with permanent status in the classification for that position. In the event the former position is not available, the returning employee will be offered a vacant position in that classification or will replace a probationary/trial employee in that classification.
- F. If it becomes necessary to reduce FTE's in a unit, the hospital will first week volunteers in a unit. If there is an insufficient number of volunteers, affected employees will be reassigned in inverse order of hospital-wide seniority in the classification, consistent with the reassignment procedure in Article XVII.

SECTION 2. UNIT MERGERS

When one more units are merged, the following procedure will be utilized:

- A. The unit seniority of all affected employees shall be maintained and merged into one new unit seniority list. Any shift selections or vacation scheduling in accordance with the Collective Bargaining Agreement will be based upon this merged seniority.
- B. In the event that a unit merger necessitates the elimination of any positions, the reassignment procedure will be following and, unless there are volunteers, the employee with the least hospital-wide seniority in the affected classification of the new merged unit will be reassigned and/or offered the opportunity to voluntarily demote.

ARTICLE XVI ORIENTATION AND CROSS TRAINING

For purposes of administered the parties' orientation and cross-training programs, the term "new employee" shall mean the instruction provided to new program of twenty-four (24) hours or less, and the term "cross-training" shall mean an instruction program of more than twenty-four (24) hours.

SECTION 1. ORIENTATION

The Employer agrees to continue the new employee orientation program for employees upon initial hire. An employee shall not be expected to work in an area of practice to which the employee has not been oriented/cross-trained except in emergency circumstances.

- A. An employee who is new to a unit but not to the Hospital will receive orientation to that unit and to the employee's job responsibilities within it. If an employee is expected to work in more than one unit, the employee will be appropriately orientated to each unit.

- B. An incumbent employee's orientation for a new unit may be extended up to thirty-six (36) hours if the employee has not yet completed instruction on all of the items on an orientation checklist.
- C. No employee shall be required to take more than two (2) "incumbent orientations" during and twelve (12) month period without entering a formal cross-training program.
- D. Orientation shall be offered and floating distributed on a non-discriminatory basis.

SECTION 2. CROSS-TRAINING

- A. When an employee is cross-trained, an initial assessment of competence will be done and an organized, documented training program, using tools such as checklists, will be provided in order to ensure the safe delivery of quality patient care. The employee and the person responsible for the cross-training shall mutually acknowledge in writing when the cross-training has been successfully completed. Attainment and maintenance of necessary skills and competency needed to practice in the intended unit will be documented.
- B. When cross-training programs are available or necessary, the employer will first seek volunteers. Selection from volunteers shall be made by seniority. If there are insufficient volunteers to meet departmental needs, employees shall be assigned in inverse order of seniority. Volunteers must meet licensure requirements of the position. The Employer agrees to make cross-training programs and opportunities available to employees in the same classification and same department on an equitable basis.

ARTICLE XVII REASSIGNMENT, LAYOFFS, RECALL, AND REEMPLOYMENT RIGHTS

SECTION 1. DEFINITION

Reassignment procedure is applicable when there is a reduction in the FTE(s) in a unit and there are vacancies in the affected classification(s).

Layoff procedure is applicable when there are no vacancies in affected classification(s).

SECTION 2. REASSIGNMENT PROCEDURE

If it becomes necessary to reduce the FTE's in a unit, the hospital will first seek volunteers in the unit. If there is an insufficient number of volunteers, affected employees will be reassigned in inverse order of hospital-wide seniority in the classification, consistent with the reassignment procedure identified below:

- 1) Meeting dates will be rescheduled with the Vice President, the Department Director, Labor Relations, and the Union to discuss the reassignment.
- 2) Appropriate available positions will be frozen.
- 3) The Employer will notify the Union, in writing, of the affected unit(s), the affected employees by name, hospital-wide seniority date by classification; the appropriate available positions in the affected classification and, the effective date of reassignment.
- 4) The number of volunteers, in the affected classification(s), accepted from each affected unit(s) will not exceed the number of FTEs being reassigned from that unit. Volunteers from the affected unit(s) will be accepted on a hospital-wide seniority basis in the classification(s), providing licensure requirements for the position are met.
- 5) The volunteer reassignment process will generally be completed within two weeks of notification to the employee(s). Notification of involuntary reassignments will be completed within 72 hours of completion of the voluntary process.
- 6) Hospital-wide seniority in the classification(s) will prevail in the selection of the appropriate available positions.
- 7) The unit seniority of the affected employees shall be maintained and merged into one unit seniority list. Any shift selections or vacation scheduling in accordance with the Collective Bargaining Agreement will be based upon the merged seniority.
- 8) This procedure will not be used in layoff procedure of the Collective Bargaining Agreement.

For purposes of the reassignment procedure, a unit shall be defined as follows:

Lab – Specialty areas (e.g., Micro, CORE, Transfusion)

Social Work – Department

Pharmacy – Central, Satellite, and/or Specialty

All other classifications – by class and licensure

SECTION 3. LAYOFF PROCEDURE

- A. Layoff, defined, is the separation of an employee for lack of work or funds as determined by the Employer; or due to the reductions on

or the contracting out of services, without fault or delinquency on the employee's part.

In the event of a layoff, employees will be laid-off and recalled in accordance with the procedures established herein.

- B. The procedure will apply to full and regular part-time bargaining unit employees in the statuses of permanent, substitute, and probationary. Exempt employees shall be covered by this procedure. Seniority points will be calculated for each affected employee. In calculating seniority points one (1) point will be assigned for each month of full-time service, one-half (.5) point will be assigned for each month of part-time service. Points for months of service are simply totaled with the final number being the retention score.

All time spent on military leave of absence will be included in calculating seniority points. Seniority credit will be given to an employee who has volunteered for military service during peacetime (not eligible for military leave of absence), provided the employee is re-employed within ninety (90) days of release from military service. Seniority credit will be given for the service time prior to and during military service. Qualified veterans will receive veterans' preference points equal to five percent (5%) of the highest seniority score. These points are added to the veteran's seniority score.

- C. The Employer will make every effort to give sixty (60) days notice to the Union of any decision to layoff unit members. No less than 21 days written notice will be given to bargaining unit members who were laid off or demoted. A copy of such notice will be simultaneously sent to the Union.
- D. Layoffs will be done in inverse order of seniority by classification. Employees in the statuses of temporary relief and per diem will be terminated prior to any full-time or regular part-time employee in the bargaining unit being impacted by lay-off. An employee who has worked in the classifications of MSW and LCSW, and who during that time performed the same function or duties in the former classification as in the latter, will have his/her seniority blended for the purposes of layoff, recall, and reassignment.
- E. Full-time employees will automatically bump into any classification in which they previously held permanent status. Employees in grant funded positions will only be eligible to bump in their same area of discipline within their same grant area. However, this does not affect the right of an employee to otherwise bump into any position and/or classification in which they had permanent status.
- F. During the twenty-one (21) day notice period, employees who have been bumped shall be given five (5) calendar days to select by hospital-

wide seniority a reassignment to a vacant position in their discipline. The union will be responsible for facilitating this process.

- G. Part-time employees can only bump within their classification within their specific discipline. It is understood that in a layoff, part-time employees may be required to move to full-time status in order to exercise bumping rights. Reasonable efforts will be made to ensure that part-time employees may continue in part-time status. Full-time employees shall not be required to accept part-time positions.
- H. All time served in the higher classification will be credited as time served in lower classifications within their specific discipline. When a higher classification within a unit is eliminated the affected employee may voluntarily opt to demote to a previously held classification to remain in their unit/discipline, as permitted by licensure. Bargaining unit employees who previously held permanent status in classifications outside of this bargaining unit will be subject to the applicable layoff procedures of the classification to which they are displaced.
- I. For purposes of layoff only:
 - 1. Time served as a I will count towards time as a II in the specific discipline. Time served in these classifications in pool status will not be considered. When management deleted a job classification and creates a new classification and the primary function remains the same then time in the previous class would count for the purpose of layoffs, reassignments, or recall as time in the new class (most current example would be: time served as a Medicaid Specialist would count as time served as an Enrollment Specialist).
 - 2. No bargaining unit employee shall be laid-off in lieu of maintaining a full-time equivalent traveler, agency, or pool employee in the specific discipline. Following lay-off, pool, and agency employees may be used during the necessary transition time specifically to cover for orientation and cross-training that may be required as a result of lay-off.
- J. Employees who have been displaced will be given the priority consideration for other opportunities in their specific discipline.
- K. The County and PHT agree that County employees cannot bump bargaining unit employees working for the PHT nor can PHT Bargaining Unit employees bump County Bargaining Unit employees.

SECTION 4. RECALL PROCEDURE

- A. Employees will be recalled in inverse order of layoff. Employees that have been laid-off will have recall rights to all full-time and part-time vacancies in their previously held position for a period of two (2) years

from the date of layoff. If an employee is recalled and accepts a part-time position he/she shall continue to have recall rights to a full-time position if one becomes available during the recall period.

- B. The Union will be notified of all employees on recall lists and vacancies, as offered and accepted.
- C. Once recalled, employees will have their previous seniority and extended ill bank restored. If employees received a payout of their extended ill upon layoff, once recalled they can purchase back their time.

SECTION 5. FURLOUGHS

In the event it is financially necessary, system wide furloughs may be implemented. The Employer will make every effort to give sixty (60) days written notice to the Union of any decision to furlough unit members. No less than twenty-one (21) days written notice will be given to bargaining unit members who are to be furloughed.

ARTICLE XVIII CONTRACTING OUT

If the PHY solicits bids or proposals from the public to contract out services currently being performed by members of bargaining unit, the PHT will notify the union. Notice of the solicitation will be provided as soon as practicable but in no event later than members of the general public are notified. If the County Commission solicits bids or proposals from the public to contract out services currently being performed by members of the bargaining unit, the PHT will provide the Union with notice as soon as it receives notice of the Count Commission's solicitation.

Jackson Health System shall not contract out Jackson Main, Jackson West, or Jackson South ER services, including but not limited to the Rape Treatment Center, at its Main Campus. In the event that the PHT solicits bids or proposals from the public to contract out services currently being performed by members of the bargaining units in the Pediatric ER, or in the Adult ER at Jackson North Medical Center all of the provisions and rights contained in this Article shall apply, and if these services are contracted out, the PHT will require as a condition of its agreement/contract with any entities of Provider(s) that any full-time or part-time attending physicians, physician assistants, or ARNPs employed by the PHT shall remain employed in those units as PHT employees.

Upon request by the Union, the PHT shall make available for inspection any and all documents publicly available relating to the services contemplated for contracting out, prior to action being taken by the Employer to accomplish the contracting out. The Union may, within thirty (30) days or less if possible, propose an alternative plan by which the work may be done economically

and efficiently by appropriate members of the bargaining unit. If the PHY receives such a proposal from the Unions it will give such proposal reasonable consideration.

ARTICLE XIX GROUP HEALTH INSURANCE

- A. The parties agree that bargaining unit employees will be offered the opportunity to become members of a qualified Health Maintenance Organization and a Point of Service Plan pursuant to law and in accordance with all rules, regulations, and procedures pertaining thereto prescribed by the Employer and the qualified Health Maintenance Organization.
- B. The parties agree that bargaining unit employees will be offered the opportunity to participate pursuant to law and in accordance with all rules, regulations, and procedures pertaining thereto prescribed by the Trust and the Internal Revenue Code.
 - 1. The Trust's Group Health Insurance will be a Point of Service/ Managed Health Care Group Insurance Plan.
 - 2. Copies of the 2024 plan designs and cost structures for all plans offered to eligible bargaining unit members are attached to this Agreement as an addendum, including employee premium contributions, co-pays, deductibles, RX benefits, etc. In addition to the POS, the PHT will continue to provide the Select Network/ Managed Health Care and Jackson First Group Insurance Plans for the 2024 through 2026 plan years

Beginning January 1, 2024, the employee cost of the biweekly premiums, dependent, and single coverage, for the Select Network/Managed Health Care Group Insurance Plan and the POS will increase to those shown in the Medical Plan section of this Agreement.

Beginning January 1, 2025,, the employee cost of the biweekly premiums, dependent, and single coverage, for the Select Network/Managed Health Care Group Health Insurance Plan and the POS will increase to those shown in the Medical Plan section of this agreement.

Beginning January 1, 2026, the employee cost of the biweekly premiums, dependent, and single coverage, for the Select Network/Managed Health Care Group Insurance Plan and the POS will increase to those shown in the Medical Plan section of this Agreement.

Beginning January 1, 2024, copays for Emergency Department visits will increased by one-hundred dollars (\$100) (excluding

pediatric emergency department visits) on Jackson First and Select plans, and by fifty dollars (\$50) on POS plans.

Beginning on January 1, 2024, insurance coverage for all plans will be limited to the following five (5) pharmacy retail outlets: 1) Jackson Health System; 2) CVS Pharmacy; 3) Target; 4) Publix; and 5) Navarro. Brand and Non-preferred prescription drugs, co-pays for all plans will increase by ten dollars (\$10).

Bargaining unit members who elect not to participate in the annual wellness visit for any reason will have their cost of coverage increase by fifty dollars (\$50.00) per pay period for the following plan year.

3. Part time employees with benefits who consistently work thirty (30) or more hours per week, and part time employees assigned to a 3/2 schedule that average fifty-seven and a half (57 ½) hours bi-weekly, are eligible for participation in the PHT's health plans.
4. Beginning on January 1, 2024, a new Part time "24" status will be created. Employees who consistently work twenty-four (24) or more hours weekly and are designated in this status, or that average forty-six (46) hours bi-weekly and are designated in this status, are eligible for participation in the PHT's health plans. Employees under this status will be eligible for health insurance benefits as illustrated in the Medical Plans section of this Agreement. All other benefits for this status will mirror those that apply to current, Part-time with limited benefits status.

C. JACKSON FIRST PLAN

Eligible Jackson Health System employees will continue to be given the option of enrolling in the Jackson First health insurance plan, in addition to the current available options. This Plan is voluntary and available to any benefits-eligible employee and their dependents. There will be no co-pays and/or deductibles for services performed at Jackson facilities (except urgent care, emergency care and Pharmacy Services), or by any physician with admitting privileges at Jackson Health System. For individual employees electing the employee only option there will be no premium contribution for the term of the Agreement.

Jackson First plan participants and Select Plan participants electing to use Jackson services shall also have access to a concierge service as described in the attached addendum which includes a dedicated telephone line for scheduling appointments for Jackson Health System providers. Employees selecting the Jackson First plan shall have access to a primary care physician within forty-eight (48) hours of

requesting an appointment, and have access to a routine primary care physician within ten (10) days of requesting an appointment. Enrollees who request an outpatient diagnostic imaging (with valid referral) will be scheduled for the service within five (5) calendar days of the request or sooner if medically necessary at the Jackson facility of the enrollee's choice. This includes diagnostic imaging including MRI, CT, mammography, colonoscopy, laboratory services, etc.

- D. The parties will create a Health Care Committee comprised of two (2) members appointed by Management and two (2) members appointed by the Union. This Committee will meet monthly (unless otherwise mutually agreed), and shall be provided any and all information necessary to monitor utilization, cost, and effectiveness of the plans.
- E. Telehealth

The parties agree that there is a need for the Trust to implement Telehealth, a voluntary program which allows employees to contact a physician on a 24/7 basis for convenient low cost medical care. This program will reduce our employees from seeking immediate health care for low intensity health concerns in urgent care centers and emergency rooms and provide immediate high quality access to care.

In an effort to encourage employees to participate in the Telehealth program, a co-pay of only ten dollars (\$10) will be charged for employees or dependents who use the services provided by telehealth.

Employees can access Telehealth via mobile app, visit the website or call toll free for physician to diagnose, treat, and prescribe with no additional charge.

ARTICLE XX EMPLOYEE REPRESENTATION ON COMMITTEES

- A. The parties are jointly committed to the principle of employee participation in all standing and special committees which discuss and recommend action which affects delivery of quality care or the conditions under which employees work.
- B. To this end, bargaining unit employees will be included as full members of all such committees. The number of employees regardless of the bargaining unit of the employee included on any particular committee, where not separately specified elsewhere in this Agreement, shall be my mutual agreement between the parties.
- C. The selection of the individual employees to serve on each committee shall in all cases be at the discretion of the Union, which shall inform the Employer in writing of the names selected. Whenever more than one (1) employee is to be included on a committee and the committee

composition is not separately specified elsewhere in this Agreement, the Union will endeavor to select committee employees who are interested in the work of the Committee from different areas, shifts, etc. of the bargaining unit.

D. Existing committees covered by this Article include, but are not limited to:

1. Joint Labor-Management Committees

a. Employee-Management Conference Committee

The Employer jointly with the elected representatives of the Union, shall establish a conference committee to assist in solving mutual personnel and other employee-management problems not involving grievances.

The purpose of the committee is to foster improved relations between the Employer and the Union.

b. Joint Health and Safety Committee

The purpose of the committee is to identify and investigate health and safety hazards and make recommendations on preventive measures. Additionally, the committee will assist in monitoring all ongoing health and safety programs to assure their effectiveness in preventing hazardous working conditions. Investigation and monitoring may include work site inspections as requested by the union.

The committee shall have the authority to make recommendations to correct health and safety hazards. The committee may research and make recommendations for safer substitutes or modifications to the new equipment, medical treatments and/or processes to the Product Review Analysis Committee.

The Employer shall provide the committee on a quarterly basis with data containing the vital information on all work related injuries and illnesses, including but not limited to injury-on-duty quarterly reports which will include needle stick and sharps injuries.

c. Other Labor Management Committees, As Established

The Union and Employer agree to jointly establish Professional Bargaining Unit Labor Management Committees to meet on an "as needed" basis whenever the

Union requests the Committee to meet by making a written request to the Labor Relations Manager. Such written request shall contain a list of the topics to be addressed at the Committee meeting.

2. Other Hospital/Medical Staff Committees

- a. Affirmative Action Committee
- b. Employee Assistance Program Committee
- c. Bio-Ethics Committee
- d. Health & Safety Committee
- e. I.C.U. Committee/Critical Care Committee
- f. Infection Control Committee
- g. Health Information Management Committee
- h. Pharmacy & Therapeutics Committee
- i. Product Review & Analysis Committee

3. Matters Eliminated From Discussion

The following shall not be discussed by the above listed committees, without mutual consent, unless they are raised in the context of defining a more general problem within the purpose of the Committee:

- a. Pending grievances or items properly handled under the grievance procedure.
- b. Individual disciplinary actions and individual performance evaluations.
- c. Matters or processes for which they are established joint committees or procedures.

It is recognized that the Committees will not be used for continuing negotiations.

ARTICLE XXI SAFETY AND HEALTH

SECTION 1. GENERAL RECOGNITION

It is the responsibility of the Employer to provide safe and healthy working conditions in all present and future installations and to enforce safe working practices.

Nothing in this Agreement shall imply that the Union has undertaken or assumed any legal liability to provide a safe workplace.

SECTION 2. JOINT HEALTH AND SAFETY COMMITTEE

A. Purpose

The purpose of the committee is to identify and investigate health and safety hazards and make recommendations on preventive measures. Additionally, the committee will assist in monitoring all ongoing health and safety programs to assure their effectiveness in preventing hazardous working conditions. Investigation and monitoring may include work site inspections as requested by the Union.

The committee shall have the authority to make recommendations to correct health and safety hazards. The committee may research and make recommendations for safer substitutes or modifications to the new equipment, medical treatments and/or processes to the Product Review Analysis Committee.

The Employer shall provide the Committee on a quarterly basis with data containing the vital information on all work related injuries and illnesses, including but not limited to injury-on-duty quarterly, reports which will include needle stick and sharps injuries.

B. Establishment

The Employer will continue to comply with applicable federal, state, and county laws and regulations pertaining to occupational safety and health. To this end, any unsafe conditions reported by employees will receive priority corrective action by Management. If an employee believes a task or area is hazardous or unsafe the employee will inform his/her immediate supervisor. If the employee and supervisor do not agree on the matter, the employee will have direct access to the Management personnel on that shift who has been designated by the Employer to resolve possible imminent danger hazards. The decision of this designated Management personnel shall be final. Every reasonable effort will be made to remedy such conditions as soon as possible.

C. Make-Up of the Committee

The committee shall be composed of eighteen (18) members. Nine (9) members may be designated by the Employer. Nine (9) members may be designated by the Union with no more than one (1) per patient care unit. The Committee will be co-chaired by Union and Management.

D. Meetings and Agendas

The Committee shall meet at least monthly and at other times when either side feels that there is a health and safety issue that requires

immediate attention from the Committee. Each party will submit to the Chair for that meeting an agenda of topics to be discussed at least five (5) days prior to the regularly scheduled meetings. Either side may place any safety and health issue on the agenda.

SECTION 3. NEW PRACTICE AND PROCEDURES

The Employer will inform the Union as soon as possible of the planned implementation of any new equipment, medical treatment and/or processes. Employees who are affected by any new equipment, medical treatment and/or processes shall be provided, prior to implementation, with the strongest feasible protection from hazards including but not limited to engineering controls, personal protective equipment, safer substitutes, and proper education and training.

SECTION 4. PROTECTION FROM RESPIRATORY HAZARDS AND INFECTIOUS DISEASES

A. Infectious Disease

The Employer shall provide the strongest feasible protection to employees from occupational transmission of blood borne and airborne infectious diseases, including but not limited to Tuberculosis and HIV/AIDS, through the use of engineering controls, work practice controls, personal protective equipment, training and education and the development of a comprehensive blood borne and airborne infectious disease program.

B. Asbestos

The Employer shall inform all employees about all known materials that contain asbestos in their work areas. The Employer shall notify all employees of asbestos removal in work areas where asbestos removal is scheduled to take place; supply copies of asbestos air monitoring for that area; and ensure the strongest feasible protection is provided to employees in the area where removal procedures are being performed.

The Employer shall provide a contact person and phone number for questions regarding asbestos-containing materials and to report any damage to asbestos-containing materials. The Employer must post the name and number of the contact person throughout the hospital.

SECTION 5. ON THE JOB ASSAULT

The Employer has a responsibility to take all reasonably practical steps to protect employees from physical assault on the job. No employee shall be disciplined for using reasonable measures to protect himself/herself from

assault. The Health and Safety Committee shall make recommendation on policies to prevent on the job physical assault, manage violent situations and provide support to workers who have experienced or face on the job assault.

SECTION 6. SECURITY

The Employer will provide secure, limited access to all PHT facilities to protect bargaining unit employees and patients. Ongoing issues of security shall be addressed in the Health and Safety Committee.

SECTION 7. SAFE PATIENT HANDLING AND MINIMAL LIFT TEAM

Consistent with the hospital's commitment to provide a safe and healthy workplace for employees and to ensure the highest quality care, the parties agree to maintain the safe patient handling and minimal lift plan.

The parties agree to maintain the multi-disciplinary team and to maintain the plan. The team shall consist of equal members of direct care providers and Employer representatives and others as necessary to develop an effective plan.

ARTICLE XXII MANAGEMENT RIGHTS AND SCOPE OF THIS AGREEMENT

- A. It is understood and agreed that the Employer possesses the sole right, duty and responsibility for operation of Employer facilities, and that all management rights repose in it, but that such rights must be exercised consistently with the other provisions of this Agreement.
- B. These rights include, but are not limited to the following:
 - 1. Determine the missions and objectives of the Employer;
 - 2. Determine the methods, means and number of personnel needed to carry out Employer responsibilities;
 - 3. Take such actions as may be necessary to carry out services during emergencies declared by the Employer;
 - 4. Direct the work of the employees, determine the amount of work needed, and in accordance with such determination relieve employees from duty or reduce their hours of work. In addition, relieve employees from duty or reduce their hours of work for lack of work or funds or other legitimate reasons;
 - 5. Discipline or discharge employees for just cause in accordance with applicable section of the Miami-Dade County Code and

the personnel rules of the Employer including the right to make reasonable rules and regulations for the purpose of efficiency, safe practices and discipline. The Employer will inform the Union of any changes in the existing rules and regulations before such changes are made effective;

6. Schedule operations and shifts;
 7. Introduce new or improved methods, operations or facilities;
 8. Hire, promote, transfer or assign employees;
 9. Schedule overtime work as required;
 10. Contract out for goods and services;
 11. Establish health care policy and determine relationships between the Employer and governmental, educational and community agencies.
- C. The parties acknowledge that during the negotiations which preceded this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to the subject or matter and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. This Agreement, including its supplements and exhibits attached hereto, concludes all collective bargaining between the parties during the term hereto, and constitutes the sole, entire and existing Agreement between the parties here to, and supersedes all prior Agreements and undertakings oral and written, express or implied, or practices, between the Employer and the Union or its employees, and expresses all obligations and restrictions imposed on each of the respective parties during its term.

ARTICLE XXIII TOXICOLOGY AND ALCOHOL TESTING

The Employer and the Union recognize that employee substance and alcohol abuse can have an adverse impact on Miami-Dade County government, the PHT's operations, the image of employees and the general health, welfare and safety of the employees, and the general public.

The Employer shall have authority to require employees to submit to toxicology and alcohol testing designed to detect the presence of any controlled substance, narcotic drug, or alcohol. The Trust agrees that requiring employees to submit to testing of this nature shall be limited to circumstances that indicate reasonable grounds to suspect that the employee is under the influence of such substances, suffers from substances or alcohol abuse, or is in violation of the Personnel Rules or Departmental

Rules and Regulations regarding the use of such substances. Employees reasonably believed to suffer from substance abuse may be referred, at the department's discretion, to the Employee Assistance Program. An employee who voluntarily seeks assistance for substance abuse may not be disciplined for seeking assistance. However, voluntary participation in a substance abuse program shall not preclude discipline for the employee should job performance or employee conduct issues arise.

It is further understood by the parties that the aforementioned authority to require that employees submit to such testing be approved by a division director, or higher authority within the department to ensure proper compliance with the terms of this article. An employee, who is to be tested in accordance with the provisions of this article, will be permitted to make a phone call to the Union. This phone call shall not prevent, inhibit, or unreasonably delay the testing of such employee.

The results of such test or the employees' refusal to submit to toxicology or alcohol testing as provided for in this article, can result in appropriate disciplinary action in accordance with the applicable provision of the County Code, the Personnel Rules, Departmental Rules and Regulations and this Collective Bargaining Agreement.

The parties agree that toxicology and alcohol testing are an acceptable part of regularly scheduled Employer required physical examinations.

ARTICLE XXIV PHYSICAL AND PSYCHOLOGICAL IMPAIRMENTS

A department director or their authorized representative(s) shall have the authority to require employees that have been determined, through reasonable suspicion, by the Department to possibly suffer from a physical, psychological or psychiatric impairment which may prevent the employee from satisfactorily performing the complete duties and responsibilities of his/her position, to submit to a physical, medical, psychological, or psychiatric examination deemed necessary for purposes of determining the employee's fitness to perform the complete duties and responsibilities of his/her position.

Such examinations will be performed by a physician approved and appointed by the Employer. The results of such examination(s) shall be promptly furnished to the concerned department director or their authorized representative. The results of the applicable information submitted by the examining physician to the Employer should be limited to information that is pertinent to the issues of the employee's ability to perform the duties and responsibilities of his/her position.

Based upon the results of such examinations, and other relevant information, the department director may place the employee on either paid or unpaid compulsory leave in accordance with the provision of the Leave Manual until such time as the department is satisfied that the employee can return to work.

The department may require the employee or attending physician to furnish additional pertinent medical reports or information deemed necessary while the employee is on compulsory leave. The period of compulsory leave shall not exceed one (1) year. Should the condition be corrected and so certified by the attending physician or psychologist, the employee may petition the Department for reinstatement. If the employee's petition for reinstatement is denied by the department, disciplinary action must be initiated by the department in accordance with the Personnel Rules. Nothing in the provision of this article shall prevent the concerned department from administering appropriate disciplinary action in accordance with the Personnel Rules and this Collective Bargaining Agreement.

ARTICLE XXV ASSIGNABILITY OF CONTRACT

The provisions of this Agreement shall be binding upon the parties hereto and upon their successors and assigns (as those terms are defined by state or federal labor law, including but not limited to a taxing district or 501(c)(3) designated entity) for the full term of this Agreement. The parties agree that the terms and obligations herein contained shall not be affected, modified, altered or changed in any respect by the transfer or assignment by the Employer of any or all of its property, control, ownership or management or by any change in the legal status of the Employer or any part thereof. The parties further agree that:

- A. In the event of a sale, merger, assignment, or other transfer of operations of the Hospital, prior to the sale, merger, assignment or transfer the Hospital shall:
 - 1. Inform the prospective purchaser, merger party, assignee, transferee or other relevant acquiring or surviving entity ("New Employer") of the existence of his Agreement and of its terms and conditions;
 - 2. Provide a copy of this Agreement to the New Employer;
 - 3. Require as a condition of the sale, merger, assignment or transfer that the New Employer shall recognize the Union as the collective bargaining representative;
 - 4. Require as a condition of the sale, merger, assignment or transfer that the New Employer shall assume (by written instrument executed with the Union) this Agreement between the Hospital and Union [subject to the modification that the New Employer shall offer comparable benefit plans in lieu of benefits plans that are specifically administered by and available only through the Hospital, for the remainder of its term];
 - 5. Including the foregoing terms and conditions in a binding, written agreement between the Hospital and the New Employer, which

states that the Union and the bargaining unit employees covered by this Agreement are the intended beneficiaries of these terms and conditions with the legal right to enforce them; and

6. Provide the Union satisfactory documentation of compliance with the foregoing terms and conditions prior to the sale, merger, assignment or transfer.

ARTICLE XXVI MISCELLANEOUS

Should any part of this Agreement or any portion herein contained be rendered illegal, legally invalid or unenforceable by a Court of competent jurisdiction, or by the decision of any authorized governmental agency, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portion thereof. In the event of such occurrence, the parties agree to meet immediately, and, if possible, to negotiate substitute provisions for such parts or portions rendered or declared illegal or invalid. The remaining parts and provisions of this agreement shall remain in full force and effect.

The parties recognize that during the term of this Agreement situations may arise which require that terms and conditions set forth in this Agreement must be clarified or amended. Under such circumstances, SEIU Local 991 is specifically authorized by bargaining unit employees to enter into the settlement of grievance disputes or memoranda of understanding to clarify or amend this Agreement without having to be ratified by bargaining unit members.

ARTICLE XXVII STRIKES AND LOCKOUTS

There will be no strikes, work stoppages, picket lines, slowdowns or concerted failure or refusal to perform assigned work by the employees or the Union and there will be no lockouts by the Employer for the duration of this Agreement. The Union guarantees to support the Employer fully in maintaining operations in every way.

Any employee who participates in or promotes a strike, work stoppage, picket line, slowdown, or concerted failure or refusal to perform assigned work may be discharged or otherwise disciplined by the Employer.

It is recognized by the parties that the Employer and the Union are responsible for and engaged in activities which are the basis of the health and welfare of our citizens and that any violation of this section would give rise to irreparable damage to the Employer and to the public at large. Accordingly, it is understood and agreed that in the event of any violation of this section the Employer shall be entitled to seek and obtain immediate injunctive relief. However, it is agreed that the Union shall not be responsible for any act alleged to constitute a breach of this section if it can show that the Union did not instigate, authorize, condone, sanction or ratify such action, and further,

that the Union has used every reasonable means to prevent or terminate such action.

ARTICLE XXVIII TERM OF AGREEMENT

- A. The collective bargaining agreement between the PHT, Miami Dade County and Local 1991, Service Employees International Union, shall be effective October 1, 2023 and continue to September 30, 2026.
- B. The parties agree to resume bargaining no later than June 1, 2024 for the sole purpose of negotiating a Cost of living Adjustment (COLA).
- C. The parties agree to resume bargaining no later than June 1, 2025 for the sole purpose of negotiating a Cost of Living Adjustment (COLA).
- D. Either party may require by written notice to the other no later than June 30, 2026, negotiations concerning modification, amendments, and renewal of this Agreement to be effective October 1, 2026.

ARTICLE XXIX PENSION BENEFITS

- A. Effective March 1, 2012, the pension benefits of the Public Health Trust Retirement Plan shall be amended to reflect the following changes to the pension benefits of the Florida Retirement System (FRS) which became effective July 1, 2011: cost-of-living adjustments; changes to the definition of retirement age for new hires, other than the increase of the minimum years of service requirement; and changes to the calculation of average final compensation for new hires. Similarly, effective upon ratification of this Agreement, employee contribution levels shall also be amended to reflect the FRS employee contribution levels in effect as of July 1, 2011 (3% of pensionable earnings on a pre-tax basis, other than per diem pool).
- B. The Summary Plan Description for the PHT Retirement Plan shall be amended to conform to this Agreement, and a copy shall be provided to the Union upon its completion.

ARTICLE XXX EMPOWERMENT PROGRAMS

SECTION 1. LABOR-MANAGEMENT PARTNERSHIP AGREEMENT

- A. Purpose

Health care services and the institutions that provide them are undergoing rapid change. Advances in health care and ensuring the well-being of the Miami- Dade County community present challenges as well as opportunities for the Public Heath Trust (PHT), the public, SEIU Local 1991 (Union), and the members they represent. The PHT

and the Union believe that now is the time to enter into a new way of doing business. Now is the time to unite around our common purposes and work together to most effectively deliver high quality health care.

Founded on the common principle of making life better for those we serve, it is our common goal to make Jackson Health System (JHS) a pre-eminent deliverer of health care in the United States. It is further our goal to demonstrate by any measure that labor-management collaboration produces superior health care outcomes, leading performance, and a superior workplace for PHT employees.

In this spirit and with this intent, the PHT and the Union agree to establish a Partnership in pursuit of our common goals to:

- Improve quality health care for the communities we serve;
- Assist the PHT in achieving and maintaining leading performance;
- Make the PHT a better place to work;
- Provide PHT employees with the maximum possible employment and income security within the PHT; and
- Involve employees and their union in operational, clinical, and business decisions.

B. Process and Structure

1. Senior Partnership Committee

The parties will establish a Senior Partnership Committee (SPC) consisting of an equal number of (but not less than four (4) each) PHT executive level staff and Union leadership. JHS's COO and CFO, as well as the Union President, will be members of the SPC. The COO and the Union President shall be co-chairs of the SPC. The SPC may expand the Partnership to include representatives of other parties as necessary, as agreed to by the labor and management representatives on the SPC. The responsibilities of the SPC are to establish, consistent with the terms and scope outlined in this agreement, targets, goals, objectives, time lines, and other Partnership initiatives. The SPC will meet as often as necessary but no less than twice per quarter to discuss strategic issues of the Partnership, and implement, review and oversee initiatives at all levels.

The powers of the SPC do not supersede the legally mandated obligations of the parties such as the duty to bargain over mandatory subjects, the responsibilities and duties of the

governing board of the PHT, and the duty of the Union to represent the interests of its members. However, any initiatives approved by a super majority vote (i.e. six (6) out of eight (8)) of the members of the SPC shall not be rejected.

The initial initiatives of the Partnership shall be: (1) Primary Care Implementation; (2) ER through-put; and (3) Clinical Staffing and Training.

2. Access to Information

It is the express intention of the parties to freely share information with each other. The parties will have timely access to all relevant and pertinent information necessary to address the purposes of the Partnership. The PHT will provide such documentation at no cost to the Union.

3. Consultants

The parties will jointly select a third-party consultant to assist the Partnership formation and implementation process and to continue with such assistance until such time as the SPC members agree that these services are no longer required. The PHT and the union shall be equally responsible for all fees and costs of the consultant hired for the first \$200,000 annually; thereafter, the PHT will be responsible for the fees and costs of the consultant.

4. Partnerships at Other Organization Levels

The SPC acknowledges that the involvement of employees from all levels of the organization in appropriate and relevant issues results in high quality decisions beneficial to the continued viability of the enterprise. To this end, the SPC may create joint committees to monitor the implementation of action plans and initiatives. All joint committees created by the SPC will consist of an equal number of members from the Union and the PHT.

5. Costs of the Partnership

Following execution of this agreement, the PHT shall cover lost time for any PHT employees who are members of the SPC to attend these meeting. Any lost time for bargaining unit employees chosen by the Union to participate in any sub-committee established by the SPC shall be covered by the Union.

6. Scope

The issue of scope is inextricably tied to decision making. Scope sets the boundaries for the Partnership; what is in play, what is not. The decision- making process describes the procedures

for disposing of or resolving the issues deemed within the parameters of the Partnership.

The scope of this Partnership should be broad and includes: strategic initiatives; quality; member and employee satisfaction; business planning; and business unit employment issues.

With respect to quality, we recognize that business units aim to meet and/or exceed quality requirements of various accrediting and review organizations. The SPC's quality focus will be on achieving results to meet and surpass these requirements.

Business unit activities will be consistent with principles established at the strategic level.

7. Existing Labor-Management Cooperation Arrangements

These arrangements should be permitted to continue and where possible be enhanced by partnering efforts.

8. Current and Future Business Issues and Plans

The PHT will make every effort to educate and fully brief members of the SPC about current business initiatives, business plans, including executive plans and plans relating to bonds, and the environment in which the PHT currently operates. Opportunity for recommendations will be made available to Partnership participants with respect thereto. Business initiatives or plans, including executive plans and plans relating to bonds, begun following formal establishment of the Partnership will be managed in compliance with the Partnership process outlined in this document and opportunity for recommendations will be made available to Partnership participants before final decisions are made where feasible.

9. Employment Security

There will be no loss of employment to any employee because of participation in a Partnership program at the worksite.

10. Applicability

Articles VII and VIII do not apply to subsections B., 1, 2, 3, 5 and 9 of this Section.

SECTION 2. EMPOWERMENT AND EFFICIENCIES

The Union and the Employer recognize that it is in the interest of all parties and the public to ensure the stability, efficiency, and improvement of the

Jackson Health System. To that end, upon ratification of this Agreement, the Employer shall provide a maximum of one million dollars (\$1,000,000.00) annually to SEIU for the Registered Nurses, Professionals and Attending Physicians bargaining units to work on ways to achieve these goals (the “Empowerment and Efficiencies Funds”), or alternatively and in lieu of the aforementioned and upon mutual agreement, the Employer shall provide no less than 8 FTE paid released employees (total and not “per bargaining unit”) selected by the SEIU to work on ways to achieve these goals (or upon mutual agreement, a combination of less than 8 FTE paid released employees and monetary payment to the maximum combined value of one million dollars).

Any expert or consultant hired by the Union shall have access to all SEIU requests for data, financial records (including underlying primary documents), financial analyses, models, computer runs, contracts, billing, audits and other records. The document shall be provided at no charge. The parties agree to discuss the most cost effective ways to provide information requested. Such experts or consultants shall be provided access to the employer facilities and shall be provided suitable working space at the facility.

The parties expressly agree that an accurate on-going accounting of the one million dollars (\$1,000,000.00) of Empowerment and Efficiencies Funds expenditures will be provided in detail on a quarterly basis. In that regard, beginning January 1, 2022, SEIU will send to the Employer a quarterly accounting of all moneys expended and the current balance of the funds. The accounting will include all purchases and/or payments to/from individuals or organizations, with invoices submitted by such individuals or organizations related to the expenditures. The accounting will be provided quarterly to the Senior Partnership Committee. It is further agreed that if funds are used to pay salaries or stipends to employees of SEIU and/or the PHT, each recipient will detail their activities which must involve direct representational actions on their part on behalf of bargaining unit employees. SEIU will oversee any such payments to ensure these activities comply with the law.

ARTICLE XXXI HEALTH AND WELLNESS CULTURE

The Public Health Trust has implemented health and wellness programs which benefit employees and promote an optimal state of wellness.

SECTION 1. INTRODUCTION

Jackson Health System, in collaboration with the Union, is committed to the optimal health of every employee. The purpose of the wellness program is to create an emphasis on wellness from a perspective that promotes overall balance, awareness, and well-being such that employees can thrive in work and life.

The top motivators for offering a program are to reduce healthcare costs, improve the health of employees, reduce absenteeism/presenteeism, improve employee morale, increase productivity, and provide an example to the community.

SECTION 2. PILLARS OF WELLNESS

1. Role model of health
2. Culture of healthy living
3. Provide variety of programs
4. Provide positive incentives
5. Track participation with outcomes
6. Measure for Return On Investment (ROI)
7. Sustainability

SECTION 3. GOALS & OBJECTIVES

- Primary Goals:
 - o Nutrition coaching
 - o Physical activity
 - o Stress management
- Secondary Goals:
 - o Weight management
 - o Smoking cessation
 - o Biometric screening – PCP visit
 - Diabetes
 - HTN (hypertension)
 - Cardiovascular disease markers, such as cholesterol
- Tertiary Goals:
 - o Existing health problems

- o Reduce and/or control symptoms
- o Chronic illness management:
 - Hypertension
 - Diabetes
 - Obesity
 - Tobacco

SECTION 4. IMPLEMENTATION AND RECOMMENDATIONS:

- Create Wellness Taskforce of equal parts JHS Management and the Union recommending 3 and 3 for the purpose to further mature the wellness program.

Recommendations to be considered by the Wellness Taskforce:

- Nutrition with counseling
 - o Permanent designated areas for lactating employees in each building
 - o Nutrition Specialist/coaches included in our benefit
 - o Nutrition Specialist counseling on campus (Employee Health Services.) to help employees with food addictions
 - o Partner with Sodexo:
 - o Color code high calorie foods versus medium and low calorie food on glass panels in cafeteria. Should be visible
 - o Discounts for low calorie foods
 - o More healthy food available at all hours in cafeteria and vending machines
 - o Healthy food station in cafeteria including juice bar
 - o Cafeteria should offer weight watchers program with a selection of meals on a daily basis. Should also provide flyers, classes, and education.
 - o “Healthier Hospital Initiative” - multiple hospitals participates

- o Bring back farmer's market at the Alamo and introduce it at all campuses
- o Spouse eligibility for all programs to boost motivation for continuous wellness especially on off-hours
- Physical activity
 - o Outdoor and indoor walking paths (all campuses)
 - o Stairs/motivational signs
 - o In-house gym or gym discounts (more gyms added to list), trainer discounts, and gym classes/programs discounts
 - o Biometric/wellness screenings quarterly in house (all campuses)
 - o Online wellness profiles for employees
 - o Incentives for community walks/runs/etc.
 - o Current UM wellness center discount or tiered program for participation and free Jackson employee trainers
 - o Access to water in each unit
- Stress management
 - o Chair massage
 - o Email newsletter for ideas for: Stretch breaks, Yoga breaks, Meditation breaks, etc.
 - o 15min sleeping breaks after lunch
- Tracking and Sharing:
 - o Department of Nutrition/Employee Services Nutrition Specialists team
 - o Offer employees to buy "Step Counters", "Fitbits", or other trackers at discount
 - o Using badge IDs or Calorie/step count Score Cards to keep track of wellness programs' success
 - o Platform where employees can participate and offer not only each other help and share ideas and stories but can also provide

ideas for the Department of Nutrition/Employee services Nutrition Specialists team

- o Offer scheduled counseling, lectures, and newsletter on Jackson Media
- o Newsletter should include healthy eating meals, for employees who reached goals, made improvements in their lifestyle, and other success stories
- o Provide Return On Investment (ROIs) for the employees, employee- groups, and overall hospital

SECTION 5. JOIN THE MOVEMENT (WELLNESS INCENTIVE PLAN)

All bargaining unit members currently enrolled in PHT health insurance will be eligible to participate in the Jackson Health System Wellness Program. This program will allow bargaining unit members to earn and accumulate wellness reward points. In order to begin earning reward points, bargaining unit members must first complete a Personal Health Assessment and their annual wellness visit.

Below is a sample breakdown of the activities available for bargaining unit members to participate in, and the corresponding value of reward points. These activities and points are subject to change on an annual basis.

- Disease Management – 20 reward points
- Weight Watchers – 10 reward points
- Biometric Screening – 5 reward points
- Flu shot – 10 reward points
- Complete the CHIP Journey – 15 reward points
- Wellness Challenge – 5 reward points each, 25 points max
- Be Smoke Free – 5 reward points
- Emotional Wellbeing – 5 reward points each
- Maintain a Healthy BMI- 10 reward points
- Elect a JHS primary Care Physician – 15 reward points

An accumulation of 50 reward points will be worth fifty dollars (\$50.00); 75 reward points will be worth seventy-five dollars (\$75.00) and 100 reward points will be worth one hundred and fifty dollars (\$150.00). The deadline to complete the program and submit any required documentation is December 1, with incentive to be paid out in January of the following calendar year.

All forms, websites, and an updated activity list can be found on www.JacksonBenefits.org.

THE COLLECTIVE BARGAINING AGREEMENT

The parties agree that employees in the following statuses are not full-time or regular part-time and therefore are not members of this bargaining unit or covered by the collective bargaining agreement.

Temporary Trainee Emergency Substitute Temporary Relief Students

SIDE LETTER 2 – PHARMACISTS

In connection with the classifications of Clinical Practice Pharmacist, Clinical Pharmacist Specialist and Hospital Clinical Pharmacist, the Department of Pharmacy agrees to:

1. Offer modular based, competency assessed, staff development programs that are tied to practice improvement opportunities in each pharmacy area, Including but not limited to national certifications.
2. Consistent with assuring necessary support for patient care, Pharmacy Services will attempt to provide flexible schedules to meet the needs of employees in educational programs.
3. Create a Labor Management Committee to assist in reviewing and monitoring the pharmacy career ladder and educational programs.
4. In accordance with the collective bargaining agreement, give priority to promotions from within, thereby providing all employees with the opportunity to aspire to higher level positions within the PHT's operations.
5. In so far as patient needs, improved automation and efficiency allows, the department will make reasonable efforts to provide clinical no dispensing time in classification of Clinical Practice Pharmacist.

SIDE LETTER 3 – SOCIAL WORKERS

The parties will meet in a Labor-Management Committee to address issues of specific concern to social workers, including, but not limited to, a career ladder, licensure, and other related matters.

SIDE LETTER 4 – MEDICAL TECHNOLOGISTS

The parties will meet in a Labor Management Committee to address issues of specific concern to Medical Technologists, including, but not limited to, a career ladder and other related matters.

SIDE LETTER 5 – DIETITIANS

The parties will meet in a Labor Management Committee to address issues of specific concern to Dietitians, including, but not limited to, a career ladder and other related matters.

SIDE LETTER 6 – NUCLEAR MEDICAL TECHNOLOGISTS

The parties will meet in a Labor-Management Committee to address issues of specific concern to nuclear Medical technologists, including, but not limited to, a career ladder and other related matters.

SIDE LETTER 7 – MEDICAL RECORDS PRACTITIONER

The parties will meet in a Labor-Management Committee to address issues of specific concern to Medical Record Practitioners, including, but not limited to, a career ladder and other.

SEIU PROFESSIONALS STEP PROGRESSION EFFECTIVE 07/09/2023				
MAXIMUM NUMBER OF STEPS:	8	9	10	11
STEP PROGRESSION	Step 1 to Step 2 = 12 months	Step 1 to Step 2 = 12 months	Step 1 to Step 2 = 12 months	Step 1 to Step 2 = 12 months
	Step 2 to Step 3 = 12 months	Step 2 to Step 3 = 12 months	Step 2 to Step 3 = 12 months	Step 2 to Step 3 = 12 months
	Step 3 to Step 4 = 12 months	Step 3 to Step 4 = 12 months	Step 3 to Step 4 = 12 months	Step 3 to Step 4 = 12 months
	Step 4 to Step 5 = 12 months	Step 4 to Step 5 = 12 months	Step 4 to Step 5 = 12 months	Step 4 to Step 5 = 12 months
	Step 5 to Step 6 = 12 months	Step 5 to Step 6 = 12 months	Step 5 to Step 6 = 12 months	Step 5 to Step 6 = 12 months
	Step 6 to Step 7 = 36 months	Step 6 to Step 7 = 24 months	Step 6 to Step 7 = 24 months	Step 6 to Step 7 = 24 months
	Step 7 to Step 8 = 36 months	Step 7 to Step 8 = 36 months	Step 7 to Step 8 = 24 months	Step 7 to Step 8 = 24 months
		Step 8 to Step 9 = 36 months	Step 8 to Step 9 = 36 months	Step 8 to Step 9 = 24 months
			Step 9 to Step 10 = 36 months	Step 9 to Step 10 = 36 months
				Step 10 to Step 11 = 36 months
MAXIMUM NUMBER OF STEPS:	12	13	14	16
STEP PROGRESSION	Step 1 to Step 2 = 12 months	Step 1 to Step 2 = 12 months	Step 1 to Step 2 = 12 months	Step 1 to Step 2 = 12 months
	Step 2 to Step 3 = 12 months	Step 2 to Step 3 = 12 months	Step 2 to Step 3 = 12 months	Step 2 to Step 3 = 12 months
	Step 3 to Step 4 = 12 months	Step 3 to Step 4 = 12 months	Step 3 to Step 4 = 12 months	Step 3 to Step 4 = 12 months
	Step 4 to Step 5 = 12 months	Step 4 to Step 5 = 12 months	Step 4 to Step 5 = 12 months	Step 4 to Step 5 = 12 months
	Step 5 to Step 6 = 12 months	Step 5 to Step 6 = 12 months	Step 5 to Step 6 = 12 months	Step 5 to Step 6 = 12 months
	Step 6 to Step 7 = 24 months	Step 6 to Step 7 = 24 months	Step 6 to Step 7 = 24 months	Step 6 to Step 7 = 24 months
	Step 7 to Step 8 = 24 months	Step 7 to Step 8 = 24 months	Step 7 to Step 8 = 24 months	Step 7 to Step 8 = 24 months
	Step 8 to Step 9 = 24 months	Step 8 to Step 9 = 24 months	Step 8 to Step 9 = 24 months	Step 8 to Step 9 = 24 months
	Step 9 to Step 10 = 24 months	Step 9 to Step 10 = 24 months	Step 9 to Step 10 = 24 months	Step 9 to Step 10 = 24 months
	Step 10 to Step 11 = 36 months	Step 10 to Step 11 = 24 months	Step 10 to Step 11 = 24 months	Step 10 to Step 11 = 24 months
	Step 11 to Step 12 = 36 months	Step 11 to Step 12 = 36 months	Step 11 to Step 12 = 24 months	Step 11 to Step 12 = 24 months
		Step 12 to Step 13 = 36 months	Step 12 to Step 13 = 36 months	Step 12 to Step 13 = 24 months
			Step 13 to Step 14 = 36 months	Step 13 to Step 14 = 24 months
				Step 14 to Step 15 = 36 months
				Step 15 to Step 16 = 36 months
MAXIMUM NUMBER OF STEPS:	17			
STEP PROGRESSION	Step 1 to Step 2 = 12 months			
	Step 2 to Step 3 = 12 months			
	Step 3 to Step 4 = 12 months			
	Step 4 to Step 5 = 12 months			
	Step 5 to Step 6 = 12 months			
	Step 6 to Step 7 = 12 months			
	Step 7 to Step 8 = 12 months			
	Step 8 to Step 9 = 12 months			
	Step 9 to Step 10 = 12 months			
	Step 10 to Step 11 = 24 months			
	Step 11 to Step 12 = 24 months			
	Step 12 to Step 13 = 24 months			
	Step 13 to Step 14 = 24 months			
	Step 14 to Step 15 = 24 months			
	Step 15 to Step 16 = 36 months			
	Step 16 to Step 17 = 36 months			

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

		RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
JOB CODE	TITLE	STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
1289	Activity Therapist JS	1	22.7944		
1289	Activity Therapist JS	2	23.7515		
1289	Activity Therapist JS	3	24.7492		
1289	Activity Therapist JS	4	25.7886		
1289	Activity Therapist JS	5	26.8717		
1289	Activity Therapist JS	6	28.0005		
1289	Activity Therapist JS	7	29.1763		
1289	Activity Therapist JS	8	30.4020		
1289	Activity Therapist JS	9	31.6788		
1289	Activity Therapist JS	10	33.0091		
1289	Activity Therapist JS	11	34.3955		
1289	Activity Therapist JS	12	35.8402		
1289	Activity Therapist JS	13	38.4803		
3341	APP Supervisor PA	1	61.0930		
3341	APP Supervisor PA	2	63.6587		
3341	APP Supervisor PA	3	66.3327		
3341	APP Supervisor PA	4	69.1185		
3341	APP Supervisor PA	5	72.3111		
3341	APP Supervisor PA	6	75.3480		
3341	APP Supervisor PA	7	78.5128		
3341	APP Supervisor PA	8	81.8103		
3341	APP Supervisor PA	9	85.2465		
3341	APP Supervisor PA	10	88.8268		
3341	APP Supervisor PA	11	92.5575		
3341	APP Supervisor PA	12	96.4449		
1339	Asset Mgmt Protection Coord	1	28.8186		
1339	Asset Mgmt Protection Coord	2	30.0291		
1339	Asset Mgmt Protection Coord	3	31.2901		
1339	Asset Mgmt Protection Coord	4	32.6044		
1339	Asset Mgmt Protection Coord	5	33.9739		
1339	Asset Mgmt Protection Coord	6	35.4008		
1339	Asset Mgmt Protection Coord	7	36.8875		
1339	Asset Mgmt Protection Coord	8	38.4369		
1339	Asset Mgmt Protection Coord	9	40.0512		
1339	Asset Mgmt Protection Coord	10	41.7334		
1339	Asset Mgmt Protection Coord	11	43.4862		
1339	Asset Mgmt Protection Coord	12	45.3126		
1339	Asset Mgmt Protection Coord	13	48.7480		
3367	Associate IT System Adm	1	39.1849		39.1849
3367	Associate IT System Adm	2	40.8306		40.8306
3367	Associate IT System Adm	3	42.5456		42.5456
3367	Associate IT System Adm	4	44.3325		44.3325
3367	Associate IT System Adm	5	46.1948		46.1948
3367	Associate IT System Adm	6	48.1347		48.1347
3367	Associate IT System Adm	7	50.1566		50.1566
3367	Associate IT System Adm	8	52.6243		52.2632
3367	Associate IT System Adm	9	54.4582		54.4582
3367	Associate IT System Adm	10	56.7454		56.7454
3367	Associate IT System Adm	11	59.1287		59.1287
3367	Associate IT System Adm	12	63.1018		63.1018
3367	Associate IT System Adm	13	65.7521		65.7521
2274	Bariatric Coordinator	1	44.2669		
2274	Bariatric Coordinator	2	46.1262		
2274	Bariatric Coordinator	3	48.0637		
2274	Bariatric Coordinator	4	50.0822		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

		RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
JOB CODE	TITLE	STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
2274	Bariatric Coordinator	5	52.1855		
2274	Bariatric Coordinator	6	54.3775		
2274	Bariatric Coordinator	7	56.6613		
2274	Bariatric Coordinator	8	59.0411		
2274	Bariatric Coordinator	9	61.5210		
2274	Bariatric Coordinator	10	64.1047		
2274	Bariatric Coordinator	11	66.7971		
2274	Bariatric Coordinator	12	69.6025		
2274	Bariatric Coordinator	13	72.9815		
3017	Bariatric Surg Clin Reviewer	1	27.9129		
3017	Bariatric Surg Clin Reviewer	2	29.0853		
3017	Bariatric Surg Clin Reviewer	3	30.3070		
3017	Bariatric Surg Clin Reviewer	4	31.5797		
3017	Bariatric Surg Clin Reviewer	5	32.9063		
3017	Bariatric Surg Clin Reviewer	6	34.2883		
3017	Bariatric Surg Clin Reviewer	7	35.7285		
3017	Bariatric Surg Clin Reviewer	8	37.2290		
3017	Bariatric Surg Clin Reviewer	9	38.7926		
3017	Bariatric Surg Clin Reviewer	10	40.4220		
3017	Bariatric Surg Clin Reviewer	11	42.1198		
3017	Bariatric Surg Clin Reviewer	12	43.8888		
3017	Bariatric Surg Clin Reviewer	13	45.7322		
2786	BH Discharge Coordinator CHS	1	27.4527		
2786	BH Discharge Coordinator CHS	2	28.6056		
2786	BH Discharge Coordinator CHS	3	29.8072		
2786	BH Discharge Coordinator CHS	4	31.0592		
2786	BH Discharge Coordinator CHS	5	32.3636		
2786	BH Discharge Coordinator CHS	6	33.7229		
2786	BH Discharge Coordinator CHS	7	35.1393		
2786	BH Discharge Coordinator CHS	8	36.6151		
2786	BH Discharge Coordinator CHS	9	38.1529		
2786	BH Discharge Coordinator CHS	10	39.7554		
2786	BH Discharge Coordinator CHS	11	41.4250		
2786	BH Discharge Coordinator CHS	12	43.1649		
2786	BH Discharge Coordinator CHS	13	46.4849		
1067	Business Analyst	1	27.3839		
1067	Business Analyst	2	28.5339		
1067	Business Analyst	3	29.7325		
1067	Business Analyst	4	30.9812		
1067	Business Analyst	5	32.2824		
1067	Business Analyst	6	33.6383		
1067	Business Analyst	7	35.0512		
1067	Business Analyst	8	36.5233		
1067	Business Analyst	9	38.0574		
1067	Business Analyst	10	39.6558		
1067	Business Analyst	11	41.3213		
1067	Business Analyst	12	43.0567		
1067	Business Analyst	13	46.4847		
3683	Care Transition Coordinator	1	49.7339		
3683	Care Transition Coordinator	2	51.8226		
3683	Care Transition Coordinator	3	53.9994		
3683	Care Transition Coordinator	4	56.2672		
3683	Care Transition Coordinator	5	58.6305		
3683	Care Transition Coordinator	6	61.0931		
3683	Care Transition Coordinator	7	63.6588		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

		RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
JOB CODE	TITLE	STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
3683	Care Transition Coordinator	8	66.3327		
3683	Care Transition Coordinator	9	69.1186		
3683	Care Transition Coordinator	10	72.3112		
3683	Care Transition Coordinator	11	75.3483		
3683	Care Transition Coordinator	12	78.5129		
3057	Cert School Teacher	1	24.0195		
3057	Cert School Teacher	2	25.0284		
3057	Cert School Teacher	3	26.0796		
3057	Cert School Teacher	4	27.1751		
3057	Cert School Teacher	5	28.3163		
3057	Cert School Teacher	6	29.5056		
3057	Cert School Teacher	7	30.7449		
3057	Cert School Teacher	8	32.0360		
3057	Cert School Teacher	9	33.3816		
3057	Cert School Teacher	10	34.7837		
3057	Cert School Teacher	11	36.2447		
3057	Cert School Teacher	12	37.7668		
1974	Chaplain	1	26.1516		
1974	Chaplain	2	27.2499		
1974	Chaplain	3	28.3946		
1974	Chaplain	4	29.5870		
1974	Chaplain	5	30.8298		
1974	Chaplain	6	32.1247		
1974	Chaplain	7	33.4740		
1974	Chaplain	8	34.8798		
1974	Chaplain	9	36.3448		
1974	Chaplain	10	37.8713		
1974	Chaplain	11	39.4618		
1974	Chaplain	12	41.1193		
1974	Chaplain	13	44.3319		
1290	Child Life Specialist	1	29.3250		
1290	Child Life Specialist	2	30.5565		
1290	Child Life Specialist	3	31.8401		
1290	Child Life Specialist	4	33.1773		
1290	Child Life Specialist	5	34.5708		
1290	Child Life Specialist	6	36.0230		
1290	Child Life Specialist	7	37.5357		
1290	Child Life Specialist	8	39.1123		
1290	Child Life Specialist	9	40.7552		
1290	Child Life Specialist	10	42.4668		
1290	Child Life Specialist	11	45.5735		
1290	Child Life Specialist	12	47.4876		
1290	Child Life Specialist	13	49.4821		
1290	Child Life Specialist	14	51.5605		
3126	Child Life Supervisor	1	34.4739		
3126	Child Life Supervisor	2	35.9219		
3126	Child Life Supervisor	3	37.4306		
3126	Child Life Supervisor	4	39.0027		
3126	Child Life Supervisor	5	40.6409		
3126	Child Life Supervisor	6	42.3479		
3126	Child Life Supervisor	7	44.1263		
3126	Child Life Supervisor	8	45.9796		
3126	Child Life Supervisor	9	47.9109		
3126	Child Life Supervisor	10	49.9231		
3126	Child Life Supervisor	11	52.0199		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

		RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
JOB CODE	TITLE	STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
3126	Child Life Supervisor	12	54.2048		
3126	Child Life Supervisor	13	56.4813		
1376	Child Safety Educator	1	20.7964		
1376	Child Safety Educator	2	21.6698		
1376	Child Safety Educator	3	22.5799		
1376	Child Safety Educator	4	23.5283		
1376	Child Safety Educator	5	24.5164		
1376	Child Safety Educator	6	25.5463		
1376	Child Safety Educator	7	26.6191		
1376	Child Safety Educator	8	27.7373		
1376	Child Safety Educator	9	28.9022		
1376	Child Safety Educator	10	30.1159		
1376	Child Safety Educator	11	31.3808		
1376	Child Safety Educator	12	32.6989		
1376	Child Safety Educator	13	34.8921		
1092	Clinical Data Coordinator	1	31.6965		
1092	Clinical Data Coordinator	2	33.0274		
1092	Clinical Data Coordinator	3	34.4145		
1092	Clinical Data Coordinator	4	35.8601		
1092	Clinical Data Coordinator	5	37.3661		
1092	Clinical Data Coordinator	6	38.9356		
1092	Clinical Data Coordinator	7	40.5708		
1092	Clinical Data Coordinator	8	42.2748		
1092	Clinical Data Coordinator	9	44.0503		
1092	Clinical Data Coordinator	10	45.9005		
1092	Clinical Data Coordinator	11	47.8283		
1092	Clinical Data Coordinator	12	49.8375		
1092	Clinical Data Coordinator	13	52.1776		
1797	Clinical Documentation Coord	1	41.9126		
1797	Clinical Documentation Coord	2	43.6728		
1797	Clinical Documentation Coord	3	45.5071		
1797	Clinical Documentation Coord	4	47.4186		
1797	Clinical Documentation Coord	5	49.4102		
1797	Clinical Documentation Coord	6	51.4852		
1797	Clinical Documentation Coord	7	53.6476		
1797	Clinical Documentation Coord	8	55.9008		
1797	Clinical Documentation Coord	9	58.2487		
1797	Clinical Documentation Coord	10	60.6939		
1490	Clinical Hospital Pharmacist	1	63.7097		
1490	Clinical Hospital Pharmacist	2	66.3855		
1490	Clinical Hospital Pharmacist	3	69.1738		
1490	Clinical Hospital Pharmacist	4	72.0791		
1490	Clinical Hospital Pharmacist	5	76.1959		
1490	Clinical Hospital Pharmacist	6	79.3962		
1490	Clinical Hospital Pharmacist	7	82.7307		
1490	Clinical Hospital Pharmacist	8	86.2055		
1490	Clinical Hospital Pharmacist	9	89.8261		
1490	Clinical Hospital Pharmacist	10	93.5988		
2627	Clinical Informatics Analyst 1	1	33.4555		
2627	Clinical Informatics Analyst 1	2	34.8607		
2627	Clinical Informatics Analyst 1	3	36.3248		
2627	Clinical Informatics Analyst 1	4	37.8503		
2627	Clinical Informatics Analyst 1	5	39.4403		
2627	Clinical Informatics Analyst 1	6	41.0967		
2627	Clinical Informatics Analyst 1	7	42.8225		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

JOB CODE	TITLE	RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
		STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
2627	Clinical Informatics Analyst 1	8	44.6213		
2627	Clinical Informatics Analyst 1	9	46.4955		
2627	Clinical Informatics Analyst 1	10	48.4482		
2627	Clinical Informatics Analyst 1	11	50.4831		
2627	Clinical Informatics Analyst 1	12	52.6033		
2627	Clinical Informatics Analyst 1	13	55.2016		
1128	Clinical Informatics Analyst 2	1	38.4168		
1128	Clinical Informatics Analyst 2	2	40.0302		
1128	Clinical Informatics Analyst 2	3	41.7117		
1128	Clinical Informatics Analyst 2	4	43.4634		
1128	Clinical Informatics Analyst 2	5	45.2889		
1128	Clinical Informatics Analyst 2	6	47.1911		
1128	Clinical Informatics Analyst 2	7	49.1733		
1128	Clinical Informatics Analyst 2	8	51.2384		
1128	Clinical Informatics Analyst 2	9	53.3904		
1128	Clinical Informatics Analyst 2	10	55.6329		
1128	Clinical Informatics Analyst 2	11	57.9694		
1128	Clinical Informatics Analyst 2	12	60.4043		
1128	Clinical Informatics Analyst 2	13	64.4628		
2945	Clinical Informatics Coord 1	1	31.8127		
2945	Clinical Informatics Coord 1	2	33.1488		
2945	Clinical Informatics Coord 1	3	34.5410		
2945	Clinical Informatics Coord 1	4	35.9919		
2945	Clinical Informatics Coord 1	5	37.5034		
2945	Clinical Informatics Coord 1	6	39.0787		
2945	Clinical Informatics Coord 1	7	40.7199		
2945	Clinical Informatics Coord 1	8	42.4302		
2945	Clinical Informatics Coord 1	9	44.2123		
2945	Clinical Informatics Coord 1	10	46.0693		
2945	Clinical Informatics Coord 1	11	48.0042		
2945	Clinical Informatics Coord 1	12	50.0201		
2946	Clinical Informatics Coord 3	1	42.9687		
2946	Clinical Informatics Coord 3	2	44.7733		
2946	Clinical Informatics Coord 3	3	46.6536		
2946	Clinical Informatics Coord 3	4	48.6133		
2946	Clinical Informatics Coord 3	5	50.6551		
2946	Clinical Informatics Coord 3	6	52.7825		
2946	Clinical Informatics Coord 3	7	54.9994		
2946	Clinical Informatics Coord 3	8	57.3094		
2946	Clinical Informatics Coord 3	9	59.7165		
2946	Clinical Informatics Coord 3	10	62.2245		
2946	Clinical Informatics Coord 3	11	64.8379		
2946	Clinical Informatics Coord 3	12	67.5613		
2946	Clinical Informatics Coord 3	13	70.3987		
2947	Clinical Informatics Coord 4	1	51.3377		
2947	Clinical Informatics Coord 4	2	53.4938		
2947	Clinical Informatics Coord 4	3	55.7407		
2947	Clinical Informatics Coord 4	4	58.0819		
2947	Clinical Informatics Coord 4	5	60.5211		
2947	Clinical Informatics Coord 4	6	63.0633		
2947	Clinical Informatics Coord 4	7	65.7117		
2947	Clinical Informatics Coord 4	8	68.4720		
2947	Clinical Informatics Coord 4	9	71.3477		
2947	Clinical Informatics Coord 4	10	74.3442		
2947	Clinical Informatics Coord 4	11	77.4667		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

JOB CODE	TITLE	RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
		STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
2947	Clinical Informatics Coord 4	12	80.7203		
2947	Clinical Informatics Coord 4	13	84.1105		
1349	Clinical Informatics Spec	1	43.4492		
1349	Clinical Informatics Spec	2	45.2737		
1349	Clinical Informatics Spec	3	47.1754		
1349	Clinical Informatics Spec	4	49.1565		
1349	Clinical Informatics Spec	5	51.2212		
1349	Clinical Informatics Spec	6	53.3723		
1349	Clinical Informatics Spec	7	55.6143		
1349	Clinical Informatics Spec	8	57.9501		
1349	Clinical Informatics Spec	9	60.3838		
1349	Clinical Informatics Spec	10	62.9202		
1349	Clinical Informatics Spec	11	65.5628		
1349	Clinical Informatics Spec	12	68.3165		
1349	Clinical Informatics Spec	13	72.3225		
3415	Clinical Pharmacist Coord	1	74.0542		
3415	Clinical Pharmacist Coord	2	77.1645		
3415	Clinical Pharmacist Coord	3	80.4054		
3415	Clinical Pharmacist Coord	4	83.7824		
3415	Clinical Pharmacist Coord	5	87.3014		
3415	Clinical Pharmacist Coord	6	90.9679		
3415	Clinical Pharmacist Coord	7	94.7886		
3415	Clinical Pharmacist Coord	8	98.7697		
3415	Clinical Pharmacist Coord	9	102.9181		
3415	Clinical Pharmacist Coord	10	107.2407		
1304	Clinical Practice Pharmacist	1	60.8164		
1304	Clinical Practice Pharmacist	2	63.3706		
1304	Clinical Practice Pharmacist	3	66.0323		
1304	Clinical Practice Pharmacist	4	68.8055		
1304	Clinical Practice Pharmacist	5	72.8896		
1304	Clinical Practice Pharmacist	6	75.9511		
1304	Clinical Practice Pharmacist	7	79.1410		
1304	Clinical Practice Pharmacist	8	82.4650		
1304	Clinical Practice Pharmacist	9	85.9285		
1304	Clinical Practice Pharmacist	10	89.5375		
1286	Clinical Psychologist 1	1	56.3745		
1286	Clinical Psychologist 1	2	58.7423		
1286	Clinical Psychologist 1	3	61.2094		
1286	Clinical Psychologist 1	4	63.7802		
1286	Clinical Psychologist 1	5	66.4591		
1286	Clinical Psychologist 1	6	69.2504		
1286	Clinical Psychologist 1	7	72.1588		
1286	Clinical Psychologist 1	8	75.1895		
1286	Clinical Psychologist 1	9	78.3474		
1286	Clinical Psychologist 1	10	81.6381		
1287	Clinical Psychologist 2	1	69.2504		
1287	Clinical Psychologist 2	2	72.1588		
1287	Clinical Psychologist 2	3	75.1895		
1287	Clinical Psychologist 2	4	78.3474		
1287	Clinical Psychologist 2	5	81.6381		
1287	Clinical Psychologist 2	6	85.0668		
1287	Clinical Psychologist 2	7	88.6396		
1287	Clinical Psychologist 2	8	92.3626		
1287	Clinical Psychologist 2	9	96.2418		
1287	Clinical Psychologist 2	10	100.2839		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

		RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
JOB CODE	TITLE	STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
1287	Clinical Psychologist 2	11	104.4959		
1287	Clinical Psychologist 2	12	108.8846		
1275	Clinical Rehab Services Couns	1	26.1520		
1275	Clinical Rehab Services Couns	2	27.2503		
1275	Clinical Rehab Services Couns	3	28.3949		
1275	Clinical Rehab Services Couns	4	29.5874		
1275	Clinical Rehab Services Couns	5	30.8302		
1275	Clinical Rehab Services Couns	6	32.1249		
1275	Clinical Rehab Services Couns	7	33.4743		
1275	Clinical Rehab Services Couns	8	34.8801		
1275	Clinical Rehab Services Couns	9	36.3451		
1275	Clinical Rehab Services Couns	10	37.8717		
1275	Clinical Rehab Services Couns	11	39.4622		
1275	Clinical Rehab Services Couns	12	41.1198		
1275	Clinical Rehab Services Couns	13	44.3321		
1281	Clinical Social Worker MSW	1	30.2259		
1281	Clinical Social Worker MSW	2	31.4952		
1281	Clinical Social Worker MSW	3	32.8181		
1281	Clinical Social Worker MSW	4	34.1965		
1281	Clinical Social Worker MSW	5	35.6324		
1281	Clinical Social Worker MSW	6	37.1292		
1281	Clinical Social Worker MSW	7	38.6885		
1281	Clinical Social Worker MSW	8	40.3138		
1281	Clinical Social Worker MSW	9	42.0068		
1281	Clinical Social Worker MSW	10	43.7711		
1281	Clinical Social Worker MSW	11	45.6095		
1281	Clinical Social Worker MSW	12	47.5251		
1281	Clinical Social Worker MSW	13	49.5211		
2884	Clinical Training Specialist	1	30.4156		
2884	Clinical Training Specialist	2	31.6931		
2884	Clinical Training Specialist	3	33.0243		
2884	Clinical Training Specialist	4	34.4114		
2884	Clinical Training Specialist	5	35.8568		
2884	Clinical Training Specialist	6	37.3626		
2884	Clinical Training Specialist	7	38.9318		
2884	Clinical Training Specialist	8	40.5671		
2884	Clinical Training Specialist	9	42.2708		
2884	Clinical Training Specialist	10	44.0462		
2884	Clinical Training Specialist	11	45.8962		
2884	Clinical Training Specialist	12	47.8238		
1509	Community House Physician	1	45.8309		
1509	Community House Physician	2	47.7558		
1509	Community House Physician	3	49.7614		
1509	Community House Physician	4	51.8513		
1509	Community House Physician	5	54.0291		
1509	Community House Physician	6	56.2982		
1509	Community House Physician	7	58.6628		
1509	Community House Physician	8	61.1267		
1509	Community House Physician	9	63.6941		
1509	Community House Physician	10	66.3691		
1509	Community House Physician	11	69.1567		
3027	Construction Coordinator	1	29.1959		
3027	Construction Coordinator	2	30.4222		
3027	Construction Coordinator	3	31.7001		
3027	Construction Coordinator	4	33.0314		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

		RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
JOB CODE	TITLE	STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
3027	Construction Coordinator	5	34.4186		
3027	Construction Coordinator	6	35.8642		
3027	Construction Coordinator	7	37.3706		
3027	Construction Coordinator	8	38.9400		
3027	Construction Coordinator	9	40.5757		
3027	Construction Coordinator	10	42.2798		
3027	Construction Coordinator	11	44.0557		
3027	Construction Coordinator	12	45.9060		
2568	Database Administrator	1	38.7701		
2568	Database Administrator	2	40.3985		
2568	Database Administrator	3	42.0951		
2568	Database Administrator	4	43.8631		
2568	Database Administrator	5	45.7055		
2568	Database Administrator	6	47.6250		
2568	Database Administrator	7	49.6255		
2568	Database Administrator	8	51.7098		
2568	Database Administrator	9	53.8815		
2568	Database Administrator	10	56.1446		
2568	Database Administrator	11	58.5025		
2568	Database Administrator	12	60.9597		
2568	Database Administrator	13	63.9709		
3068	Dietitian	1	31.8623		
3068	Dietitian	2	33.2006		
3068	Dietitian	3	34.5950		
3068	Dietitian	4	36.0478		
3068	Dietitian	5	37.5621		
3068	Dietitian	6	39.1396		
3068	Dietitian	7	40.7834		
3068	Dietitian	8	42.4963		
3068	Dietitian	9	44.2813		
3068	Dietitian	10	46.1409		
3068	Dietitian	11	48.0788		
3068	Dietitian	12	50.0983		
3068	Dietitian	13	52.2024		
2280	Eligibility Specialist SFAN	1	20.3887		
2280	Eligibility Specialist SFAN	2	21.2450		
2280	Eligibility Specialist SFAN	3	22.1374		
2280	Eligibility Specialist SFAN	4	23.0670		
2280	Eligibility Specialist SFAN	5	24.0359		
2280	Eligibility Specialist SFAN	6	25.0455		
2280	Eligibility Specialist SFAN	7	26.0976		
2280	Eligibility Specialist SFAN	8	27.1935		
2280	Eligibility Specialist SFAN	9	28.3356		
2280	Eligibility Specialist SFAN	10	29.5256		
2280	Eligibility Specialist SFAN	11	30.7657		
2280	Eligibility Specialist SFAN	12	32.0581		
2280	Eligibility Specialist SFAN	13	34.2081		
2419	Enrollment Specialist	1	20.7965		
2419	Enrollment Specialist	2	21.6699		
2419	Enrollment Specialist	3	22.5801		
2419	Enrollment Specialist	4	23.5284		
2419	Enrollment Specialist	5	24.5165		
2419	Enrollment Specialist	6	25.5464		
2419	Enrollment Specialist	7	26.6192		
2419	Enrollment Specialist	8	27.7374		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

		RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
JOB CODE	TITLE	STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
2419	Enrollment Specialist	9	28.9023		
2419	Enrollment Specialist	10	30.1160		
2419	Enrollment Specialist	11	31.3810		
2419	Enrollment Specialist	12	32.6992		
2419	Enrollment Specialist	13	34.8923		
2225	ERP Technical Analyst	1	42.7672		
2225	ERP Technical Analyst	2	44.5636		
2225	ERP Technical Analyst	3	46.4354		
2225	ERP Technical Analyst	4	48.3852		
2225	ERP Technical Analyst	5	50.4175		
2225	ERP Technical Analyst	6	52.5353		
2225	ERP Technical Analyst	7	54.7417		
2225	ERP Technical Analyst	8	57.0410		
2225	ERP Technical Analyst	9	59.4366		
2225	ERP Technical Analyst	10	61.9329		
2225	ERP Technical Analyst	11	64.5341		
2225	ERP Technical Analyst	12	67.2447		
2225	ERP Technical Analyst	13	71.7630		
2997	ERP Technical Analyst 2	1	47.9850		
2997	ERP Technical Analyst 2	2	50.0003		
2997	ERP Technical Analyst 2	3	52.1004		
2997	ERP Technical Analyst 2	4	54.2886		
2997	ERP Technical Analyst 2	5	56.5687		
2997	ERP Technical Analyst 2	6	58.9447		
2997	ERP Technical Analyst 2	7	61.4202		
2997	ERP Technical Analyst 2	8	64.0002		
2997	ERP Technical Analyst 2	9	66.6881		
2997	ERP Technical Analyst 2	10	69.4890		
2997	ERP Technical Analyst 2	11	72.4075		
2997	ERP Technical Analyst 2	12	75.4485		
2997	ERP Technical Analyst 2	13	78.6176		
2997	ERP Technical Analyst 2	14	81.9194		
2997	ERP Technical Analyst 2	15	85.3602		
3407	Exercise Physiologist	1	23.6507		
3407	Exercise Physiologist	2	24.6441		
3407	Exercise Physiologist	3	25.6789		
3407	Exercise Physiologist	4	26.7574		
3407	Exercise Physiologist	5	27.8815		
3407	Exercise Physiologist	6	29.0526		
3407	Exercise Physiologist	7	30.2727		
3407	Exercise Physiologist	8	31.5444		
3407	Exercise Physiologist	9	32.8692		
3407	Exercise Physiologist	10	34.2495		
3407	Exercise Physiologist	11	35.6882		
2355	Fire and Life Safe Comp Offcr	1	42.8037		
2355	Fire and Life Safe Comp Offcr	2	44.6014		
2355	Fire and Life Safe Comp Offcr	3	46.4746		
2355	Fire and Life Safe Comp Offcr	4	48.4268		
2355	Fire and Life Safe Comp Offcr	5	50.4604		
2355	Fire and Life Safe Comp Offcr	6	52.5799		
2355	Fire and Life Safe Comp Offcr	7	54.7882		
2355	Fire and Life Safe Comp Offcr	8	57.0893		
2355	Fire and Life Safe Comp Offcr	9	59.4870		
2355	Fire and Life Safe Comp Offcr	10	61.9855		
2355	Fire and Life Safe Comp Offcr	11	64.5889		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

		RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
JOB CODE	TITLE	STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
2355	Fire and Life Safe Comp Offcr	12	67.3017		
2355	Fire and Life Safe Comp Offcr	13	70.6263		
2550	Forensic Case Manager	1	29.4516		
2550	Forensic Case Manager	2	30.6886		
2550	Forensic Case Manager	3	31.9775		
2550	Forensic Case Manager	4	33.3207		
2550	Forensic Case Manager	5	34.7201		
2550	Forensic Case Manager	6	36.1784		
2550	Forensic Case Manager	7	37.6978		
2550	Forensic Case Manager	8	39.2812		
2550	Forensic Case Manager	9	40.9310		
2550	Forensic Case Manager	10	42.6502		
2550	Forensic Case Manager	11	44.4415		
2550	Forensic Case Manager	12	46.3079		
2550	Forensic Case Manager	13	48.4332		
2602	Guest Services Coordinator	1	18.8652		
2602	Guest Services Coordinator	2	19.6576		
2602	Guest Services Coordinator	3	20.4831		
2602	Guest Services Coordinator	4	21.3435		
2602	Guest Services Coordinator	5	22.2399		
2602	Guest Services Coordinator	6	23.1738		
2602	Guest Services Coordinator	7	24.1473		
2602	Guest Services Coordinator	8	25.1614		
2602	Guest Services Coordinator	9	26.2181		
2602	Guest Services Coordinator	10	27.3195		
2602	Guest Services Coordinator	11	28.4669		
2602	Guest Services Coordinator	12	29.6624		
2602	Guest Services Coordinator	13	31.3360		
3149	Health Services Counselor	1	27.0276		
3149	Health Services Counselor	2	28.1626		
3149	Health Services Counselor	3	29.3455		
3149	Health Services Counselor	4	30.5779		
3149	Health Services Counselor	5	31.8623		
3149	Health Services Counselor	6	33.2005		
3149	Health Services Counselor	7	34.5947		
3149	Health Services Counselor	8	36.0478		
3149	Health Services Counselor	9	37.5618		
3149	Health Services Counselor	10	39.1394		
3149	Health Services Counselor	11	40.7833		
3149	Health Services Counselor	12	42.4962		
3149	Health Services Counselor	13	44.2811		
1192	Histopathology Technologist 4	1	28.8180		
1192	Histopathology Technologist 4	2	30.0283		
1192	Histopathology Technologist 4	3	31.2895		
1192	Histopathology Technologist 4	4	32.6037		
1192	Histopathology Technologist 4	5	33.9730		
1192	Histopathology Technologist 4	6	35.3997		
1192	Histopathology Technologist 4	7	36.8866		
1192	Histopathology Technologist 4	8	38.4359		
1192	Histopathology Technologist 4	9	40.0504		
1192	Histopathology Technologist 4	10	41.7323		
1192	Histopathology Technologist 4	11	43.4850		
1192	Histopathology Technologist 4	12	45.3115		
1192	Histopathology Technologist 4	13	48.7482		
1048	Hospital Accountant 1	1	21.7974		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

		RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
JOB CODE	TITLE	STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
1048	Hospital Accountant 1	2	22.7126		
1048	Hospital Accountant 1	3	23.6668		
1048	Hospital Accountant 1	4	24.6606		
1048	Hospital Accountant 1	5	25.6967		
1048	Hospital Accountant 1	6	26.7757		
1048	Hospital Accountant 1	7	27.9004		
1048	Hospital Accountant 1	8	29.0723		
1048	Hospital Accountant 1	9	30.2932		
1048	Hospital Accountant 1	10	31.5655		
1048	Hospital Accountant 1	11	32.8915		
1048	Hospital Accountant 1	12	34.2727		
1048	Hospital Accountant 1	13	36.6026		
1049	Hospital Accountant 2	1	27.3839		
1049	Hospital Accountant 2	2	28.5339		
1049	Hospital Accountant 2	3	29.7325		
1049	Hospital Accountant 2	4	30.9812		
1049	Hospital Accountant 2	5	32.2824		
1049	Hospital Accountant 2	6	33.6383		
1049	Hospital Accountant 2	7	35.0512		
1049	Hospital Accountant 2	8	36.5233		
1049	Hospital Accountant 2	9	38.0574		
1049	Hospital Accountant 2	10	39.6558		
1049	Hospital Accountant 2	11	41.3213		
1049	Hospital Accountant 2	12	43.0567		
1049	Hospital Accountant 2	13	46.4847		
1322	Infection Prevention	1	34.8228		
1322	Infection Prevention	2	36.2852		
1322	Infection Prevention	3	37.8092		
1322	Infection Prevention	4	39.3972		
1322	Infection Prevention	5	41.0520		
1322	Infection Prevention	6	42.7761		
1322	Infection Prevention	7	44.5727		
1322	Infection Prevention	8	46.4448		
1322	Infection Prevention	9	48.3956		
1322	Infection Prevention	10	50.4281		
1322	Infection Prevention	11	52.5462		
1322	Infection Prevention	12	56.1454		
1323	Infection Prevention Coord	1	34.8228		
1323	Infection Prevention Coord	2	36.2852		
1323	Infection Prevention Coord	3	37.8092		
1323	Infection Prevention Coord	4	39.3972		
1323	Infection Prevention Coord	5	41.0520		
1323	Infection Prevention Coord	6	42.7761		
1323	Infection Prevention Coord	7	44.5727		
1323	Infection Prevention Coord	8	46.4448		
1323	Infection Prevention Coord	9	48.3956		
1323	Infection Prevention Coord	10	50.4281		
1323	Infection Prevention Coord	11	52.5462		
1323	Infection Prevention Coord	12	56.1454		
1756	Informatics Specialist PACS	1	26.0740		
1756	Informatics Specialist PACS	2	27.1691		
1756	Informatics Specialist PACS	3	28.3100		
1756	Informatics Specialist PACS	4	29.4991		
1756	Informatics Specialist PACS	5	30.7382		
1756	Informatics Specialist PACS	6	32.0292		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

		RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
JOB CODE	TITLE	STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
1756	Informatics Specialist PACS	7	33.3745		
1756	Informatics Specialist PACS	8	34.7762		
1756	Informatics Specialist PACS	9	36.2366		
1756	Informatics Specialist PACS	10	37.7587		
1756	Informatics Specialist PACS	11	39.3445		
1756	Informatics Specialist PACS	12	40.9970		
2322	Integration Architect	1	50.0447		
2322	Integration Architect	2	52.1468		
2322	Integration Architect	3	54.3366		
2322	Integration Architect	4	56.6189		
2322	Integration Architect	5	58.9971		
2322	Integration Architect	6	61.4748		
2322	Integration Architect	7	64.0569		
2322	Integration Architect	8	66.7471		
2322	Integration Architect	9	69.5506		
2322	Integration Architect	10	72.4718		
2322	Integration Architect	11	75.5155		
2322	Integration Architect	12	78.6871		
2322	Integration Architect	13	82.5740		
2712	Interface Analyst	1	30.1839		
2712	Interface Analyst	2	31.4518		
2712	Interface Analyst	3	32.7726		
2712	Interface Analyst	4	34.1490		
2712	Interface Analyst	5	35.5833		
2712	Interface Analyst	6	37.0779		
2712	Interface Analyst	7	38.6352		
2712	Interface Analyst	8	40.2578		
2712	Interface Analyst	9	41.9486		
2712	Interface Analyst	10	43.7105		
2712	Interface Analyst	11	45.5464		
2712	Interface Analyst	12	47.4593		
3388	IT Mobile Device Adm	1	33.7843		
3388	IT Mobile Device Adm	2	35.2032		
3388	IT Mobile Device Adm	3	36.6818		
3388	IT Mobile Device Adm	4	38.2225		
3388	IT Mobile Device Adm	5	39.8278		
3388	IT Mobile Device Adm	6	41.5006		
3388	IT Mobile Device Adm	7	43.2436		
3388	IT Mobile Device Adm	8	45.0599		
3388	IT Mobile Device Adm	9	46.9524		
3388	IT Mobile Device Adm	10	48.9243		
3388	IT Mobile Device Adm	11	50.9791		
3388	IT Mobile Device Adm	12	53.1202		
1831	IT Operations Supervisor	1	34.6500		
1831	IT Operations Supervisor	2	36.1052		
1831	IT Operations Supervisor	3	37.6215		
1831	IT Operations Supervisor	4	39.2017		
1831	IT Operations Supervisor	5	40.8481		
1831	IT Operations Supervisor	6	42.5638		
1831	IT Operations Supervisor	7	44.3515		
1831	IT Operations Supervisor	8	46.2142		
1831	IT Operations Supervisor	9	48.1551		
1831	IT Operations Supervisor	10	50.1778		
1831	IT Operations Supervisor	11	52.2854		
1831	IT Operations Supervisor	12	54.4810		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

		RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
JOB CODE	TITLE	STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
1831	IT Operations Supervisor	13	56.7696		
3649	IT Service Mgmt Administrator	1	30.2487		
3649	IT Service Mgmt Administrator	2	31.5192		
3649	IT Service Mgmt Administrator	3	32.8429		
3649	IT Service Mgmt Administrator	4	34.2225		
3649	IT Service Mgmt Administrator	5	35.6595		
3649	IT Service Mgmt Administrator	6	37.1575		
3649	IT Service Mgmt Administrator	7	38.7180		
3649	IT Service Mgmt Administrator	8	40.3444		
3649	IT Service Mgmt Administrator	9	42.0388		
3649	IT Service Mgmt Administrator	10	43.8045		
3649	IT Service Mgmt Administrator	11	45.6443		
3649	IT Service Mgmt Administrator	12	47.5613		
2644	IT Team Lead Field Operations	1	47.9094		
2644	IT Team Lead Field Operations	2	49.9216		
2644	IT Team Lead Field Operations	3	52.0181		
2644	IT Team Lead Field Operations	4	54.2029		
2644	IT Team Lead Field Operations	5	56.4797		
2644	IT Team Lead Field Operations	6	58.8517		
2644	IT Team Lead Field Operations	7	61.3235		
2644	IT Team Lead Field Operations	8	63.8988		
2644	IT Team Lead Field Operations	9	66.5828		
2644	IT Team Lead Field Operations	10	69.3793		
2644	IT Team Lead Field Operations	11	72.2931		
2644	IT Team Lead Field Operations	12	75.3296		
2644	IT Team Lead Field Operations	13	79.0452		
1721	IT Team Leader	1	46.9702		
1721	IT Team Leader	2	48.9427		
1721	IT Team Leader	3	50.9982		
1721	IT Team Leader	4	53.1402		
1721	IT Team Leader	5	55.3724		
1721	IT Team Leader	6	57.6978		
1721	IT Team Leader	7	60.1211		
1721	IT Team Leader	8	62.6460		
1721	IT Team Leader	9	65.2773		
1721	IT Team Leader	10	68.0189		
1721	IT Team Leader	11	70.8758		
1721	IT Team Leader	12	73.8527		
1721	IT Team Leader	13	77.4953		
1343	IT Training Coordinator	1	40.3113		
1343	IT Training Coordinator	2	42.0044		
1343	IT Training Coordinator	3	43.7687		
1343	IT Training Coordinator	4	45.6069		
1343	IT Training Coordinator	5	47.5224		
1343	IT Training Coordinator	6	49.5183		
1343	IT Training Coordinator	7	51.5982		
1343	IT Training Coordinator	8	53.7652		
1343	IT Training Coordinator	9	56.0234		
1343	IT Training Coordinator	10	58.3765		
1343	IT Training Coordinator	11	60.8282		
1343	IT Training Coordinator	12	63.3829		
1343	IT Training Coordinator	13	67.3977		
1790	Item Master Invt Control Lead	1	32.1567		
1790	Item Master Invt Control Lead	2	33.5072		
1790	Item Master Invt Control Lead	3	34.9146		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

		RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
JOB CODE	TITLE	STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
1790	Item Master Invt Control Lead	4	36.3810		
1790	Item Master Invt Control Lead	5	37.9089		
1790	Item Master Invt Control Lead	6	39.5011		
1790	Item Master Invt Control Lead	7	41.1602		
1790	Item Master Invt Control Lead	8	42.8889		
1790	Item Master Invt Control Lead	9	44.6903		
1790	Item Master Invt Control Lead	10	46.5673		
1790	Item Master Invt Control Lead	11	48.5231		
1790	Item Master Invt Control Lead	12	50.5608		
1790	Item Master Invt Control Lead	13	53.0508		
2653	Jail Diversion Correctns Spec	1	34.4505		
2653	Jail Diversion Correctns Spec	2	35.8974		
2653	Jail Diversion Correctns Spec	3	37.4049		
2653	Jail Diversion Correctns Spec	4	38.9761		
2653	Jail Diversion Correctns Spec	5	40.6130		
2653	Jail Diversion Correctns Spec	6	42.3187		
2653	Jail Diversion Correctns Spec	7	44.0961		
2653	Jail Diversion Correctns Spec	8	45.9481		
2653	Jail Diversion Correctns Spec	9	47.8780		
2653	Jail Diversion Correctns Spec	10	49.8889		
2653	Jail Diversion Correctns Spec	11	51.9842		
2653	Jail Diversion Correctns Spec	12	54.1675		
2653	Jail Diversion Correctns Spec	13	56.4314		
3150	Lic Health Svcs Counselor	1	33.3344		
3150	Lic Health Svcs Counselor	2	34.7345		
3150	Lic Health Svcs Counselor	3	36.1935		
3150	Lic Health Svcs Counselor	4	37.7136		
3150	Lic Health Svcs Counselor	5	39.2976		
3150	Lic Health Svcs Counselor	6	40.9482		
3150	Lic Health Svcs Counselor	7	42.6680		
3150	Lic Health Svcs Counselor	8	44.4600		
3150	Lic Health Svcs Counselor	9	46.3272		
3150	Lic Health Svcs Counselor	10	48.2731		
3150	Lic Health Svcs Counselor	11	50.3006		
3150	Lic Health Svcs Counselor	12	52.4133		
3150	Lic Health Svcs Counselor	13	54.6145		
1283	Licensed Clinical Social Worker LCSW	1	34.4505		
1283	Licensed Clinical Social Worker LCSW	2	35.8974		
1283	Licensed Clinical Social Worker LCSW	3	37.4049		
1283	Licensed Clinical Social Worker LCSW	4	38.9761		
1283	Licensed Clinical Social Worker LCSW	5	40.6130		
1283	Licensed Clinical Social Worker LCSW	6	42.3187		
1283	Licensed Clinical Social Worker LCSW	7	44.0961		
1283	Licensed Clinical Social Worker LCSW	8	45.9481		
1283	Licensed Clinical Social Worker LCSW	9	47.8780		
1283	Licensed Clinical Social Worker LCSW	10	49.8889		
1283	Licensed Clinical Social Worker LCSW	11	51.9842		
1283	Licensed Clinical Social Worker LCSW	12	54.1675		
1283	Licensed Clinical Social Worker LCSW	13	56.4314		
1486	Managed Health Care Analyst	1	26.1516		
1486	Managed Health Care Analyst	2	27.2499		
1486	Managed Health Care Analyst	3	28.3946		
1486	Managed Health Care Analyst	4	29.5870		
1486	Managed Health Care Analyst	5	30.8298		
1486	Managed Health Care Analyst	6	32.1247		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

JOB CODE	TITLE	RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
		STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
1486	Managed Health Care Analyst	7	33.4740		
1486	Managed Health Care Analyst	8	34.8798		
1486	Managed Health Care Analyst	9	36.3448		
1486	Managed Health Care Analyst	10	37.8713		
1486	Managed Health Care Analyst	11	39.4618		
1486	Managed Health Care Analyst	12	41.1193		
1486	Managed Health Care Analyst	13	44.3319		
3267	Manager Quality	1	38.7023		43.7864
3267	Manager Quality	2	40.3277		45.6256
3267	Manager Quality	3	42.0215		47.5419
3267	Manager Quality	4	43.7864		49.5385
3267	Manager Quality	5	45.6256		51.6192
3267	Manager Quality	6	47.5419		53.7872
3267	Manager Quality	7	49.5385		56.0463
3267	Manager Quality	8	51.6192		58.4002
3267	Manager Quality	9	53.7872		60.8531
3267	Manager Quality	10	56.0463		63.4090
3267	Manager Quality	11	58.4002		66.0721
3267	Manager Quality	12	60.8531		68.8472
2685	Maternal Family Health Liaison	1	38.1545		
2685	Maternal Family Health Liaison	2	39.7567		
2685	Maternal Family Health Liaison	3	41.4265		
2685	Maternal Family Health Liaison	4	43.1665		
2685	Maternal Family Health Liaison	5	44.9795		
2685	Maternal Family Health Liaison	6	46.8687		
2685	Maternal Family Health Liaison	7	48.8372		
2685	Maternal Family Health Liaison	8	50.8884		
2685	Maternal Family Health Liaison	9	53.0256		
2685	Maternal Family Health Liaison	10	55.2527		
2685	Maternal Family Health Liaison	11	58.7370		
1317	Medical Records Practitioner	1	21.7975		
1317	Medical Records Practitioner	2	22.7127		
1317	Medical Records Practitioner	3	23.6669		
1317	Medical Records Practitioner	4	24.6610		
1317	Medical Records Practitioner	5	25.6968		
1317	Medical Records Practitioner	6	26.7759		
1317	Medical Records Practitioner	7	27.9005		
1317	Medical Records Practitioner	8	29.0725		
1317	Medical Records Practitioner	9	30.2934		
1317	Medical Records Practitioner	10	31.5657		
1317	Medical Records Practitioner	11	32.8916		
1317	Medical Records Practitioner	12	34.2728		
1317	Medical Records Practitioner	13	36.6027		
1182	Medical Technologist 1	1	28.1876		28.1876
1182	Medical Technologist 1	2	29.3715		29.3715
1182	Medical Technologist 1	3	30.6049		30.6049
1182	Medical Technologist 1	4	31.8903		31.8903
1182	Medical Technologist 1	5	33.2299		33.2299
1182	Medical Technologist 1	6	34.6256		34.6256
1182	Medical Technologist 1	7	36.0797		36.0797
1182	Medical Technologist 1	8	37.5950		37.5950
1182	Medical Technologist 1	9	39.1741		39.1741
1182	Medical Technologist 1	10	40.8194		40.8194
1182	Medical Technologist 1	11	42.5337		42.5337
1182	Medical Technologist 1	12	44.3203		44.3203

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

		RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
JOB CODE	TITLE	STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
1182	Medical Technologist 1	13	46.1817		46.1817
1182	Medical Technologist 1	14	48.1213		48.1213
1182	Medical Technologist 1	15	50.1425		50.1425
1182	Medical Technologist 1	16	52.2485		52.2485
1182	Medical Technologist 1	17			54.4429
1183	Medical Technologist 2	1	32.3379		32.3379
1183	Medical Technologist 2	2	33.6960		33.6960
1183	Medical Technologist 2	3	35.1113		35.1113
1183	Medical Technologist 2	4	36.5859		36.5859
1183	Medical Technologist 2	5	38.1225		38.1225
1183	Medical Technologist 2	6	39.7236		39.7236
1183	Medical Technologist 2	7	41.3920		41.3920
1183	Medical Technologist 2	8	43.1304		43.1304
1183	Medical Technologist 2	9	44.9420		44.9420
1183	Medical Technologist 2	10	46.8296		46.8296
1183	Medical Technologist 2	11	48.7965		48.7965
1183	Medical Technologist 2	12	50.8459		50.8459
1183	Medical Technologist 2	13	52.9813		52.9813
1183	Medical Technologist 2	14	55.2065		55.2065
1183	Medical Technologist 2	15	57.5251		57.5251
1183	Medical Technologist 2	16	59.9413		59.9413
1183	Medical Technologist 2	17			62.4588
3615	Mental Health Intake Spec	1	24.3929		
3615	Mental Health Intake Spec	2	25.4176		
3615	Mental Health Intake Spec	3	26.4851		
3615	Mental Health Intake Spec	4	27.9540		
3615	Mental Health Intake Spec	5	29.1279		
3615	Mental Health Intake Spec	6	30.3513		
3615	Mental Health Intake Spec	7	31.6261		
3615	Mental Health Intake Spec	8	32.9544		
3615	Mental Health Intake Spec	9	34.3384		
3615	Mental Health Intake Spec	10	35.7806		
3615	Mental Health Intake Spec	11	37.2834		
3615	Mental Health Intake Spec	12	38.8493		
3615	Mental Health Intake Spec	13	40.4811		
3038	Mgr Rehab Services	1	48.0639		
3038	Mgr Rehab Services	2	50.0826		
3038	Mgr Rehab Services	3	52.1860		
3038	Mgr Rehab Services	4	54.3777		
3038	Mgr Rehab Services	5	56.6616		
3038	Mgr Rehab Services	6	59.0413		
3038	Mgr Rehab Services	7	61.5213		
3038	Mgr Rehab Services	8	64.1050		
3038	Mgr Rehab Services	9	66.7976		
3038	Mgr Rehab Services	10	69.6031		
3038	Mgr Rehab Services	11	72.5264		
3038	Mgr Rehab Services	12	75.5726		
2748	Music Therapist	1	26.4576	29.3250	
2748	Music Therapist	2	27.5687	30.5565	
2748	Music Therapist	3	28.7268	31.8401	
2748	Music Therapist	4	29.9333	33.1773	
2748	Music Therapist	5	31.1903	34.5708	
2748	Music Therapist	6	33.5802	36.0230	
2748	Music Therapist	7	34.9906	37.5357	
2748	Music Therapist	8	36.4602	39.1123	

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

		RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
JOB CODE	TITLE	STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
2748	Music Therapist	9	37.9915	40.7552	
2748	Music Therapist	10	39.5873	42.4668	
2748	Music Therapist	11	41.2498	45.5735	
2748	Music Therapist	12	42.9824	47.4876	
2748	Music Therapist	13	44.7876	49.4821	
2748	Music Therapist	14	46.6686	51.5605	
2260	Network Engineer	1	35.3141		
2260	Network Engineer	2	36.7969		
2260	Network Engineer	3	38.3425		
2260	Network Engineer	4	39.9528		
2260	Network Engineer	5	41.6309		
2260	Network Engineer	6	43.3796		
2260	Network Engineer	7	45.2016		
2260	Network Engineer	8	47.1001		
2260	Network Engineer	9	49.0783		
2260	Network Engineer	10	51.1396		
2260	Network Engineer	11	53.2874		
2260	Network Engineer	12	55.5253		
2260	Network Engineer	13	58.2684		
2262	Network Specialist 2	1	27.8595		
2262	Network Specialist 2	2	29.0294		
2262	Network Specialist 2	3	30.2487		
2262	Network Specialist 2	4	31.5192		
2262	Network Specialist 2	5	32.8429		
2262	Network Specialist 2	6	34.2225		
2262	Network Specialist 2	7	35.6595		
2262	Network Specialist 2	8	37.1575		
2262	Network Specialist 2	9	38.7180		
2262	Network Specialist 2	10	40.3444		
2262	Network Specialist 2	11	42.0388		
2262	Network Specialist 2	12	43.8045		
1213	Nuclear Medicine Tech 1	1	32.4109		
1213	Nuclear Medicine Tech 1	2	33.7721		
1213	Nuclear Medicine Tech 1	3	35.1906		
1213	Nuclear Medicine Tech 1	4	36.6686		
1213	Nuclear Medicine Tech 1	5	38.2087		
1213	Nuclear Medicine Tech 1	6	39.8133		
1213	Nuclear Medicine Tech 1	7	41.4855		
1213	Nuclear Medicine Tech 1	8	43.2280		
1213	Nuclear Medicine Tech 1	9	45.0435		
1213	Nuclear Medicine Tech 1	10	46.9354		
1213	Nuclear Medicine Tech 1	11	48.9067		
1213	Nuclear Medicine Tech 1	12	50.9610		
1213	Nuclear Medicine Tech 1	13	54.1452		
1214	Nuclear Medicine Tech 2	1	34.9586		
1214	Nuclear Medicine Tech 2	2	36.4268		
1214	Nuclear Medicine Tech 2	3	37.9569		
1214	Nuclear Medicine Tech 2	4	39.5511		
1214	Nuclear Medicine Tech 2	5	41.2123		
1214	Nuclear Medicine Tech 2	6	42.9432		
1214	Nuclear Medicine Tech 2	7	44.7468		
1214	Nuclear Medicine Tech 2	8	46.6261		
1214	Nuclear Medicine Tech 2	9	48.5846		
1214	Nuclear Medicine Tech 2	10	50.6251		
1214	Nuclear Medicine Tech 2	11	52.7513		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

JOB CODE	TITLE	RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
		STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
1214	Nuclear Medicine Tech 2	12	54.9668		
1214	Nuclear Medicine Tech 2	13	57.7423		
1294	Occupational Therapist 1	1	35.6452		
1294	Occupational Therapist 1	2	37.1421		
1294	Occupational Therapist 1	3	38.7020		
1294	Occupational Therapist 1	4	40.3276		
1294	Occupational Therapist 1	5	42.0214		
1294	Occupational Therapist 1	6	43.7863		
1294	Occupational Therapist 1	7	45.6254		
1294	Occupational Therapist 1	8	47.5415		
1294	Occupational Therapist 1	9	49.5382		
1294	Occupational Therapist 1	10	51.6189		
1294	Occupational Therapist 1	11	53.7868		
1294	Occupational Therapist 1	12	56.0460		
1294	Occupational Therapist 1	13	59.8391		
1295	Occupational Therapist 2	1	39.3105		
1295	Occupational Therapist 2	2	40.9615		
1295	Occupational Therapist 2	3	42.6818		
1295	Occupational Therapist 2	4	44.4744		
1295	Occupational Therapist 2	5	46.3423		
1295	Occupational Therapist 2	6	48.2889		
1295	Occupational Therapist 2	7	50.3171		
1295	Occupational Therapist 2	8	52.4302		
1295	Occupational Therapist 2	9	54.6324		
1295	Occupational Therapist 2	10	56.9271		
1295	Occupational Therapist 2	11	59.3181		
1295	Occupational Therapist 2	12	61.8094		
1295	Occupational Therapist 2	13	65.4798		
3109	Organ Plcmnt Prsrvtn Coord	1	33.2766		
3109	Organ Plcmnt Prsrvtn Coord	2	34.6744		
3109	Organ Plcmnt Prsrvtn Coord	3	36.1308		
3109	Organ Plcmnt Prsrvtn Coord	4	37.6482		
3109	Organ Plcmnt Prsrvtn Coord	5	39.2294		
3109	Organ Plcmnt Prsrvtn Coord	6	40.8770		
3109	Organ Plcmnt Prsrvtn Coord	7	42.5939		
3109	Organ Plcmnt Prsrvtn Coord	8	44.3828		
3109	Organ Plcmnt Prsrvtn Coord	9	46.2470		
3109	Organ Plcmnt Prsrvtn Coord	10	48.1895		
3109	Organ Plcmnt Prsrvtn Coord	11	50.2133		
3109	Organ Plcmnt Prsrvtn Coord	12	52.3223		
1689	PACS Clinical Specialist	1	33.8633		
1689	PACS Clinical Specialist	2	35.2855		
1689	PACS Clinical Specialist	3	36.7674		
1689	PACS Clinical Specialist	4	38.3119		
1689	PACS Clinical Specialist	5	39.9209		
1689	PACS Clinical Specialist	6	41.5976		
1689	PACS Clinical Specialist	7	43.3447		
1689	PACS Clinical Specialist	8	45.1653		
1689	PACS Clinical Specialist	9	47.0622		
1689	PACS Clinical Specialist	10	49.0387		
1689	PACS Clinical Specialist	11	51.0984		
1689	PACS Clinical Specialist	12	53.2446		
2175	Pathologist Assistant	1	38.2060		
2175	Pathologist Assistant	2	39.8106		
2175	Pathologist Assistant	3	41.4828		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

		RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
JOB CODE	TITLE	STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
2175	Pathologist Assistant	4	43.2251		
2175	Pathologist Assistant	5	45.0404		
2175	Pathologist Assistant	6	46.9322		
2175	Pathologist Assistant	7	48.9034		
2175	Pathologist Assistant	8	50.9573		
2175	Pathologist Assistant	9	53.0976		
2175	Pathologist Assistant	10	55.3276		
2175	Pathologist Assistant	11	57.6514		
2175	Pathologist Assistant	12	60.0725		
2175	Pathologist Assistant	13	63.0405		
2385	Patient Access Coordinator	1	26.1516		
2385	Patient Access Coordinator	2	27.2499		
2385	Patient Access Coordinator	3	28.3946		
2385	Patient Access Coordinator	4	29.5870		
2385	Patient Access Coordinator	5	30.8298		
2385	Patient Access Coordinator	6	32.1247		
2385	Patient Access Coordinator	7	33.4740		
2385	Patient Access Coordinator	8	34.8798		
2385	Patient Access Coordinator	9	36.3448		
2385	Patient Access Coordinator	10	37.8713		
2385	Patient Access Coordinator	11	39.4618		
2385	Patient Access Coordinator	12	41.1193		
2385	Patient Access Coordinator	13	44.3319		
2725	Pedi Exercise Physiologist	1	24.6441		
2725	Pedi Exercise Physiologist	2	25.6789		
2725	Pedi Exercise Physiologist	3	26.7574		
2725	Pedi Exercise Physiologist	4	27.8815		
2725	Pedi Exercise Physiologist	5	29.0526		
2725	Pedi Exercise Physiologist	6	30.2727		
2725	Pedi Exercise Physiologist	7	31.5444		
2725	Pedi Exercise Physiologist	8	32.8692		
2725	Pedi Exercise Physiologist	9	34.2495		
2725	Pedi Exercise Physiologist	10	35.6882		
2725	Pedi Exercise Physiologist	11	37.9387		
2736	Peer Review Coordinator	1	43.9206		
2736	Peer Review Coordinator	2	45.7652		
2736	Peer Review Coordinator	3	47.6875		
2736	Peer Review Coordinator	4	49.6903		
2736	Peer Review Coordinator	5	51.7776		
2736	Peer Review Coordinator	6	53.9523		
2736	Peer Review Coordinator	7	56.2182		
2736	Peer Review Coordinator	8	58.5792		
2736	Peer Review Coordinator	9	61.0395		
2736	Peer Review Coordinator	10	63.8592		
1309	Pharmacy Manager Hospitals	1	65.6811		
1309	Pharmacy Manager Hospitals	2	68.4397		
1309	Pharmacy Manager Hospitals	3	71.3141		
1309	Pharmacy Manager Hospitals	4	74.3094		
1309	Pharmacy Manager Hospitals	5	77.4303		
1309	Pharmacy Manager Hospitals	6	80.6824		
1309	Pharmacy Manager Hospitals	7	84.0712		
1309	Pharmacy Manager Hospitals	8	87.6023		
1309	Pharmacy Manager Hospitals	9	94.7054		
1309	Pharmacy Manager Hospitals	10	98.6832		
1309	Pharmacy Manager Hospitals	11	102.8280		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

JOB CODE	TITLE	RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
		STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
2264	Pharmacy Procurement Coord	1	27.7609		
2264	Pharmacy Procurement Coord	2	28.9269		
2264	Pharmacy Procurement Coord	3	30.1418		
2264	Pharmacy Procurement Coord	4	31.4078		
2264	Pharmacy Procurement Coord	5	32.7268		
2264	Pharmacy Procurement Coord	6	34.1012		
2264	Pharmacy Procurement Coord	7	35.5335		
2264	Pharmacy Procurement Coord	8	37.0261		
2264	Pharmacy Procurement Coord	9	38.5812		
2264	Pharmacy Procurement Coord	10	40.2016		
2264	Pharmacy Procurement Coord	11	41.8903		
2264	Pharmacy Procurement Coord	12	43.6496		
2264	Pharmacy Procurement Coord	13	45.8056		
1459	Pharmacy Resident PGY 1	1	25.8903		
1460	Pharmacy Resident PGY 2	1	27.6965		
1262	Physical Therapist 1	1	37.3923		
1262	Physical Therapist 1	2	38.9627		
1262	Physical Therapist 1	3	40.5994		
1262	Physical Therapist 1	4	42.3044		
1262	Physical Therapist 1	5	44.0813		
1262	Physical Therapist 1	6	45.9325		
1262	Physical Therapist 1	7	47.8616		
1262	Physical Therapist 1	8	49.8718		
1262	Physical Therapist 1	9	51.9666		
1262	Physical Therapist 1	10	54.1494		
1262	Physical Therapist 1	11	56.4233		
1262	Physical Therapist 1	12	58.7934		
1262	Physical Therapist 1	13	62.5455		
1263	Physical Therapist 2	1	41.1148		
1263	Physical Therapist 2	2	42.8417		
1263	Physical Therapist 2	3	44.6413		
1263	Physical Therapist 2	4	46.5160		
1263	Physical Therapist 2	5	48.4696		
1263	Physical Therapist 2	6	50.5052		
1263	Physical Therapist 2	7	52.6267		
1263	Physical Therapist 2	8	54.8369		
1263	Physical Therapist 2	9	57.1400		
1263	Physical Therapist 2	10	59.5401		
1263	Physical Therapist 2	11	62.0407		
1263	Physical Therapist 2	12	64.6464		
1263	Physical Therapist 2	13	68.6373		
2647	Physician Assist Cardiothorac	1	59.2776		61.7674
2647	Physician Assist Cardiothorac	2	61.7674		64.3616
2647	Physician Assist Cardiothorac	3	64.3616		67.0649
2647	Physician Assist Cardiothorac	4	67.0649		69.8816
2647	Physician Assist Cardiothorac	5	69.8816		72.8165
2647	Physician Assist Cardiothorac	6	72.8165		75.8750
2647	Physician Assist Cardiothorac	7	75.8750		79.0616
2647	Physician Assist Cardiothorac	8	79.0616		82.3823
2647	Physician Assist Cardiothorac	9	82.3823		85.8424
2647	Physician Assist Cardiothorac	10	85.8424		89.4477
2647	Physician Assist Cardiothorac	11	89.4477		93.2045
2647	Physician Assist Cardiothorac	12	93.2045		97.1191
2647	Physician Assist Cardiothorac	13			101.1981
2910	Physician Assist Neurosurgery	1	59.2776		61.7674

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

		RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
JOB CODE	TITLE	STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
2910	Physician Assist Neurosurgery	2	61.7674		64.3616
2910	Physician Assist Neurosurgery	3	64.3616		67.0649
2910	Physician Assist Neurosurgery	4	67.0649		69.8816
2910	Physician Assist Neurosurgery	5	69.8816		72.8165
2910	Physician Assist Neurosurgery	6	72.8165		75.8750
2910	Physician Assist Neurosurgery	7	75.8750		79.0616
2910	Physician Assist Neurosurgery	8	79.0616		82.3823
2910	Physician Assist Neurosurgery	9	82.3823		85.8424
2910	Physician Assist Neurosurgery	10	85.8424		89.4477
2910	Physician Assist Neurosurgery	11	89.4477		93.2045
2910	Physician Assist Neurosurgery	12	93.2045		97.1191
2910	Physician Assist Neurosurgery	13			101.1981
1483	Physician Assistant	1	56.9228		
1483	Physician Assistant	2	59.3136		
1483	Physician Assistant	3	61.8046		
1483	Physician Assistant	4	64.4007		
1483	Physician Assistant	5	67.1054		
1483	Physician Assistant	6	70.2050		
1483	Physician Assistant	7	73.1535		
1483	Physician Assistant	8	76.2261		
1483	Physician Assistant	9	79.4275		
1483	Physician Assistant	10	82.7636		
1483	Physician Assistant	11	86.2396		
1483	Physician Assistant	12	89.8616		
1514	Poison Information Specialist	1	32.1349		
1514	Poison Information Specialist	2	33.4848		
1514	Poison Information Specialist	3	34.8910		
1514	Poison Information Specialist	4	36.3565		
1514	Poison Information Specialist	5	37.8835		
1514	Poison Information Specialist	6	39.4744		
1514	Poison Information Specialist	7	41.1326		
1514	Poison Information Specialist	8	42.8601		
1514	Poison Information Specialist	9	44.6602		
1514	Poison Information Specialist	10	46.5360		
1514	Poison Information Specialist	11	49.5176		
1514	Poison Information Specialist	12	51.5973		
1514	Poison Information Specialist	13	53.7643		
3152	Population Health Specialist	1	23.6498		
3152	Population Health Specialist	2	24.6431		
3152	Population Health Specialist	3	25.6782		
3152	Population Health Specialist	4	26.7565		
3152	Population Health Specialist	5	27.8805		
3152	Population Health Specialist	6	29.0514		
3152	Population Health Specialist	7	30.2715		
3152	Population Health Specialist	8	31.5430		
3152	Population Health Specialist	9	32.8677		
3152	Population Health Specialist	10	34.2483		
3152	Population Health Specialist	11	35.6867		
3152	Population Health Specialist	12	37.1856		
1693	Procurement Contracting Ofcr	1	33.5382		
1693	Procurement Contracting Ofcr	2	34.9466		
1693	Procurement Contracting Ofcr	3	36.4145		
1693	Procurement Contracting Ofcr	4	37.9440		
1693	Procurement Contracting Ofcr	5	39.5376		
1693	Procurement Contracting Ofcr	6	41.1981		

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		RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
JOB CODE	TITLE	STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
1693	Procurement Contracting Ofcr	7	42.9286		
1693	Procurement Contracting Ofcr	8	44.7315		
1693	Procurement Contracting Ofcr	9	46.6104		
1693	Procurement Contracting Ofcr	10	48.5679		
1693	Procurement Contracting Ofcr	11	50.6077		
1693	Procurement Contracting Ofcr	12	52.7333		
1693	Procurement Contracting Ofcr	13	55.3401		
3465	Product Manager IT	1	44.7743		
3465	Product Manager IT	2	46.6547		
3465	Product Manager IT	3	48.6144		
3465	Product Manager IT	4	50.6563		
3465	Product Manager IT	5	52.7837		
3465	Product Manager IT	6	55.0005		
3465	Product Manager IT	7	57.3105		
3465	Product Manager IT	8	59.7176		
3465	Product Manager IT	9	62.2258		
3465	Product Manager IT	10	64.8393		
3465	Product Manager IT	11	68.0396		
3465	Product Manager IT	12	70.8974		
3465	Product Manager IT	13	73.8749		
1727	Proj Manager	1	37.9151		
1727	Proj Manager	2	39.5076		
1727	Proj Manager	3	41.1668		
1727	Proj Manager	4	42.8959		
1727	Proj Manager	5	44.6975		
1727	Proj Manager	6	46.5747		
1727	Proj Manager	7	48.5309		
1727	Proj Manager	8	50.5693		
1727	Proj Manager	9	52.6930		
1727	Proj Manager	10	54.9062		
1727	Proj Manager	11	57.2124		
1727	Proj Manager	12	59.6152		
1695	Proj Manager IT	1	41.2375		
1695	Proj Manager IT	2	42.9696		
1695	Proj Manager IT	3	44.7743		
1695	Proj Manager IT	4	46.6547		
1695	Proj Manager IT	5	48.6144		
1695	Proj Manager IT	6	50.6563		
1695	Proj Manager IT	7	52.7837		
1695	Proj Manager IT	8	55.0005		
1695	Proj Manager IT	9	57.3105		
1695	Proj Manager IT	10	59.7176		
1695	Proj Manager IT	11	62.2258		
1695	Proj Manager IT	12	64.8393		
1695	Proj Manager IT	13	68.0396		
1127	Proj Mgmt Coord	1	36.1703		
1127	Proj Mgmt Coord	2	37.6895		
1127	Proj Mgmt Coord	3	39.2726		
1127	Proj Mgmt Coord	4	40.9220		
1127	Proj Mgmt Coord	5	42.6406		
1127	Proj Mgmt Coord	6	44.4315		
1127	Proj Mgmt Coord	7	46.2978		
1127	Proj Mgmt Coord	8	48.2423		
1127	Proj Mgmt Coord	9	50.2684		
1127	Proj Mgmt Coord	10	52.3797		

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		RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
JOB CODE	TITLE	STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
1127	Proj Mgmt Coord	11	54.5796		
1127	Proj Mgmt Coord	12	56.8720		
2672	Provider Enrollment Specialist	1	20.3887		
2672	Provider Enrollment Specialist	2	21.2449		
2672	Provider Enrollment Specialist	3	22.1373		
2672	Provider Enrollment Specialist	4	23.0670		
2672	Provider Enrollment Specialist	5	24.0359		
2672	Provider Enrollment Specialist	6	25.0454		
2672	Provider Enrollment Specialist	7	26.0976		
2672	Provider Enrollment Specialist	8	27.1934		
2672	Provider Enrollment Specialist	9	28.3355		
2672	Provider Enrollment Specialist	10	29.5256		
2672	Provider Enrollment Specialist	11	30.7657		
2672	Provider Enrollment Specialist	12	32.0580		
2672	Provider Enrollment Specialist	13	34.2081		
2572	Quality PI Analyst	1	41.9126		
2572	Quality PI Analyst	2	43.6728		
2572	Quality PI Analyst	3	45.5071		
2572	Quality PI Analyst	4	47.4186		
2572	Quality PI Analyst	5	49.4102		
2572	Quality PI Analyst	6	51.4852		
2572	Quality PI Analyst	7	53.6476		
2572	Quality PI Analyst	8	55.9008		
2572	Quality PI Analyst	9	58.2487		
2572	Quality PI Analyst	10	60.9399		
1250	Recreation Therapist	1	30.2600		
1250	Recreation Therapist	2	31.5310		
1250	Recreation Therapist	3	32.8552		
1250	Recreation Therapist	4	34.2350		
1250	Recreation Therapist	5	35.6732		
1250	Recreation Therapist	6	37.1713		
1250	Recreation Therapist	7	38.7326		
1250	Recreation Therapist	8	40.3594		
1250	Recreation Therapist	9	42.0544		
1250	Recreation Therapist	10	45.1310		
1250	Recreation Therapist	11	47.0265		
1250	Recreation Therapist	12	49.0017		
1250	Recreation Therapist	13	51.0598		
1251	Recreation Therapist Supvr	1	32.7458		
1251	Recreation Therapist Supvr	2	34.1213		
1251	Recreation Therapist Supvr	3	35.5544		
1251	Recreation Therapist Supvr	4	37.0477		
1251	Recreation Therapist Supvr	5	38.6035		
1251	Recreation Therapist Supvr	6	40.2250		
1251	Recreation Therapist Supvr	7	41.9143		
1251	Recreation Therapist Supvr	8	43.6749		
1251	Recreation Therapist Supvr	9	45.5093		
1251	Recreation Therapist Supvr	10	48.7132		
1251	Recreation Therapist Supvr	11	50.7591		
1251	Recreation Therapist Supvr	12	52.8911		
1251	Recreation Therapist Supvr	13	55.1125		
2569	Rehab Intake Coordinator	1	33.2778		
2569	Rehab Intake Coordinator	2	34.6755		
2569	Rehab Intake Coordinator	3	36.1318		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

JOB CODE	TITLE	RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
		STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
2569	Rehab Intake Coordinator	4	37.6493		
2569	Rehab Intake Coordinator	5	39.2307		
2569	Rehab Intake Coordinator	6	40.8783		
2569	Rehab Intake Coordinator	7	42.5953		
2569	Rehab Intake Coordinator	8	44.3842		
2569	Rehab Intake Coordinator	9	46.2484		
2569	Rehab Intake Coordinator	10	48.1908		
2569	Rehab Intake Coordinator	11	50.2148		
2569	Rehab Intake Coordinator	12	52.3241		
3348	Rehab Liaison	1	40.2230		
3348	Rehab Liaison	2	41.9126		
3348	Rehab Liaison	3	43.6728		
3348	Rehab Liaison	4	45.5071		
3348	Rehab Liaison	5	47.4186		
3348	Rehab Liaison	6	49.4102		
3348	Rehab Liaison	7	51.4852		
3348	Rehab Liaison	8	53.6476		
3348	Rehab Liaison	9	55.9008		
3348	Rehab Liaison	10	58.2487		
2311	Resolutions Analyst	1	28.8589		
2311	Resolutions Analyst	2	30.0709		
2311	Resolutions Analyst	3	31.3340		
2311	Resolutions Analyst	4	32.6498		
2311	Resolutions Analyst	5	34.0213		
2311	Resolutions Analyst	6	35.4504		
2311	Resolutions Analyst	7	36.9391		
2311	Resolutions Analyst	8	38.4907		
2311	Resolutions Analyst	9	40.1071		
2311	Resolutions Analyst	10	41.7916		
2311	Resolutions Analyst	11	43.5470		
2311	Resolutions Analyst	12	45.3759		
2311	Resolutions Analyst	13	47.6171		
3646	SFAN Care Coordinator	1	25.9488		
3646	SFAN Care Coordinator	2	27.0384		
3646	SFAN Care Coordinator	3	28.1743		
3646	SFAN Care Coordinator	4	29.3574		
3646	SFAN Care Coordinator	5	30.5906		
3646	SFAN Care Coordinator	6	31.8754		
3646	SFAN Care Coordinator	7	33.2143		
3646	SFAN Care Coordinator	8	34.6090		
3646	SFAN Care Coordinator	9	36.0626		
3646	SFAN Care Coordinator	10	37.5773		
3646	SFAN Care Coordinator	11	39.1555		
3646	SFAN Care Coordinator	12	40.8000		
3646	SFAN Care Coordinator	13	42.5137		
1485	Sign Language Interpreter	1	33.3458		
1485	Sign Language Interpreter	2	34.7462		
1485	Sign Language Interpreter	3	36.2056		
1485	Sign Language Interpreter	4	37.7265		
1485	Sign Language Interpreter	5	39.3108		
1485	Sign Language Interpreter	6	40.9617		
1485	Sign Language Interpreter	7	42.6822		
1485	Sign Language Interpreter	8	44.4750		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

		RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
JOB CODE	TITLE	STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
1485	Sign Language Interpreter	9	46.3429		
1485	Sign Language Interpreter	10	48.2893		
1485	Sign Language Interpreter	11	50.3176		
1485	Sign Language Interpreter	12	52.4309		
1485	Sign Language Interpreter	13	55.9808		
3381	Simulation Training Specialist	1	26.1519		
3381	Simulation Training Specialist	2	27.2501		
3381	Simulation Training Specialist	3	28.3948		
3381	Simulation Training Specialist	4	29.5872		
3381	Simulation Training Specialist	5	30.8300		
3381	Simulation Training Specialist	6	32.1248		
3381	Simulation Training Specialist	7	33.4742		
3381	Simulation Training Specialist	8	34.8800		
3381	Simulation Training Specialist	9	36.3450		
3381	Simulation Training Specialist	10	37.8716		
3381	Simulation Training Specialist	11	39.4621		
3381	Simulation Training Specialist	12	41.1196		
3381	Simulation Training Specialist	13	44.3321		
1269	Social Work Supervisor MSW	1	38.2379		
1269	Social Work Supervisor MSW	2	39.8440		
1269	Social Work Supervisor MSW	3	41.5175		
1269	Social Work Supervisor MSW	4	43.2612		
1269	Social Work Supervisor MSW	5	45.0780		
1269	Social Work Supervisor MSW	6	46.9715		
1269	Social Work Supervisor MSW	7	48.9443		
1269	Social Work Supervisor MSW	8	51.0000		
1269	Social Work Supervisor MSW	9	53.1419		
1269	Social Work Supervisor MSW	10	55.3739		
1269	Social Work Supervisor MSW	11	57.6996		
1269	Social Work Supervisor MSW	12	60.1231		
1269	Social Work Supervisor MSW	13	62.6482		
1278	Social Worker BSW	1	25.9488		
1278	Social Worker BSW	2	27.0384		
1278	Social Worker BSW	3	28.1743		
1278	Social Worker BSW	4	29.3574		
1278	Social Worker BSW	5	30.5906		
1278	Social Worker BSW	6	31.8754		
1278	Social Worker BSW	7	33.2143		
1278	Social Worker BSW	8	34.6090		
1278	Social Worker BSW	9	36.0626		
1278	Social Worker BSW	10	37.5773		
1278	Social Worker BSW	11	39.1555		
1278	Social Worker BSW	12	40.8000		
1278	Social Worker BSW	13	42.5137		
2462	Social Worker Transplant	1	30.2259		
2462	Social Worker Transplant	2	31.4952		
2462	Social Worker Transplant	3	32.8181		
2462	Social Worker Transplant	4	34.1965		
2462	Social Worker Transplant	5	35.6324		
2462	Social Worker Transplant	6	37.1292		
2462	Social Worker Transplant	7	38.6885		
2462	Social Worker Transplant	8	40.3138		
2462	Social Worker Transplant	9	42.0068		
2462	Social Worker Transplant	10	43.7711		
2462	Social Worker Transplant	11	45.6095		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

		RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
JOB CODE	TITLE	STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
2462	Social Worker Transplant	12	47.5251		
2462	Social Worker Transplant	13	49.5211		
1268	Speech Language Pathologist 1	1	35.4381		
1268	Speech Language Pathologist 1	2	36.9264		
1268	Speech Language Pathologist 1	3	38.4774		
1268	Speech Language Pathologist 1	4	40.0935		
1268	Speech Language Pathologist 1	5	41.7774		
1268	Speech Language Pathologist 1	6	43.5321		
1268	Speech Language Pathologist 1	7	45.3604		
1268	Speech Language Pathologist 1	8	47.2657		
1268	Speech Language Pathologist 1	9	49.2507		
1268	Speech Language Pathologist 1	10	51.3193		
1268	Speech Language Pathologist 1	11	53.4747		
1268	Speech Language Pathologist 1	12	55.7207		
1268	Speech Language Pathologist 1	13	59.4934		
3197	Speech Language Pathologist 2	1	38.4774		
3197	Speech Language Pathologist 2	2	40.0935		
3197	Speech Language Pathologist 2	3	41.7774		
3197	Speech Language Pathologist 2	4	43.5321		
3197	Speech Language Pathologist 2	5	45.3604		
3197	Speech Language Pathologist 2	6	47.2657		
3197	Speech Language Pathologist 2	7	49.2507		
3197	Speech Language Pathologist 2	8	51.3193		
3197	Speech Language Pathologist 2	9	53.4747		
3197	Speech Language Pathologist 2	10	55.7207		
3197	Speech Language Pathologist 2	11	59.4934		
3197	Speech Language Pathologist 2	12	61.9921		
3197	Speech Language Pathologist 2	13	64.5958		
3289	Sr Clinical Project Spec	1	43.4492		
3289	Sr Clinical Project Spec	2	45.2737		
3289	Sr Clinical Project Spec	3	47.1754		
3289	Sr Clinical Project Spec	4	49.1565		
3289	Sr Clinical Project Spec	5	51.2212		
3289	Sr Clinical Project Spec	6	53.3723		
3289	Sr Clinical Project Spec	7	55.6143		
3289	Sr Clinical Project Spec	8	57.9501		
3289	Sr Clinical Project Spec	9	60.3838		
3289	Sr Clinical Project Spec	10	62.9202		
3289	Sr Clinical Project Spec	11	65.5628		
3289	Sr Clinical Project Spec	12	68.3165		
3289	Sr Clinical Project Spec	13	72.3225		
2185	Sr Knowledge Mgmt Engineer 2	1	36.6702		
2185	Sr Knowledge Mgmt Engineer 2	2	38.2104		
2185	Sr Knowledge Mgmt Engineer 2	3	39.8153		
2185	Sr Knowledge Mgmt Engineer 2	4	41.4876		
2185	Sr Knowledge Mgmt Engineer 2	5	43.2301		
2185	Sr Knowledge Mgmt Engineer 2	6	45.0457		
2185	Sr Knowledge Mgmt Engineer 2	7	46.9376		
2185	Sr Knowledge Mgmt Engineer 2	8	48.9092		
2185	Sr Knowledge Mgmt Engineer 2	9	50.9633		
2185	Sr Knowledge Mgmt Engineer 2	10	53.1038		
2185	Sr Knowledge Mgmt Engineer 2	11	55.3340		
2185	Sr Knowledge Mgmt Engineer 2	12	57.6581		
1113	Sr Network Analyst	1	37.6057		
1113	Sr Network Analyst	2	39.1850		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

		RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
JOB CODE	TITLE	STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
1113	Sr Network Analyst	3	40.8307		
1113	Sr Network Analyst	4	42.5456		
1113	Sr Network Analyst	5	44.3326		
1113	Sr Network Analyst	6	46.1948		
1113	Sr Network Analyst	7	48.1348		
1113	Sr Network Analyst	8	50.1566		
1113	Sr Network Analyst	9	52.2631		
1113	Sr Network Analyst	10	54.4580		
1113	Sr Network Analyst	11	56.7455		
1113	Sr Network Analyst	12	59.1288		
1113	Sr Network Analyst	13	63.1018		
2253	Sr Network Engineer	1	42.8571		
2253	Sr Network Engineer	2	44.6570		
2253	Sr Network Engineer	3	46.5324		
2253	Sr Network Engineer	4	48.4869		
2253	Sr Network Engineer	5	50.5233		
2253	Sr Network Engineer	6	52.6452		
2253	Sr Network Engineer	7	54.8565		
2253	Sr Network Engineer	8	57.1604		
2253	Sr Network Engineer	9	59.5612		
2253	Sr Network Engineer	10	62.0628		
2253	Sr Network Engineer	11	64.6695		
2253	Sr Network Engineer	12	67.3856		
2253	Sr Network Engineer	13	70.7143		
1312	Sr Procurement Specialist	1	31.7090		
1312	Sr Procurement Specialist	2	33.0408		
1312	Sr Procurement Specialist	3	34.4282		
1312	Sr Procurement Specialist	4	35.8744		
1312	Sr Procurement Specialist	5	37.3812		
1312	Sr Procurement Specialist	6	38.9510		
1312	Sr Procurement Specialist	7	40.5872		
1312	Sr Procurement Specialist	8	42.2916		
1312	Sr Procurement Specialist	9	44.0681		
1312	Sr Procurement Specialist	10	45.9188		
1312	Sr Procurement Specialist	11	47.8475		
1312	Sr Procurement Specialist	12	49.8571		
1312	Sr Procurement Specialist	13	53.4973		
2303	Sr Reimbursement Analyst	1	34.5565		
2303	Sr Reimbursement Analyst	2	36.0078		
2303	Sr Reimbursement Analyst	3	37.5200		
2303	Sr Reimbursement Analyst	4	39.0961		
2303	Sr Reimbursement Analyst	5	40.7380		
2303	Sr Reimbursement Analyst	6	42.4490		
2303	Sr Reimbursement Analyst	7	44.2322		
2303	Sr Reimbursement Analyst	8	46.0896		
2303	Sr Reimbursement Analyst	9	48.0255		
2303	Sr Reimbursement Analyst	10	50.0427		
2303	Sr Reimbursement Analyst	11	52.1443		
2303	Sr Reimbursement Analyst	12	54.3346		
2303	Sr Reimbursement Analyst	13	57.0186		
1117	Sr Systems Analyst 1	1	39.6900		
1117	Sr Systems Analyst 1	2	41.3569		
1117	Sr Systems Analyst 1	3	43.0937		
1117	Sr Systems Analyst 1	4	44.9037		
1117	Sr Systems Analyst 1	5	46.7898		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

JOB CODE	TITLE	RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
		STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
1117	Sr Systems Analyst 1	6	48.7550		
1117	Sr Systems Analyst 1	7	50.8027		
1117	Sr Systems Analyst 1	8	52.9365		
1117	Sr Systems Analyst 1	9	55.1598		
1117	Sr Systems Analyst 1	10	57.4764		
1117	Sr Systems Analyst 1	11	59.8904		
1117	Sr Systems Analyst 1	12	62.4060		
1117	Sr Systems Analyst 1	13	66.9133		
1118	Sr Systems Analyst 2	1	42.7672		
1118	Sr Systems Analyst 2	2	44.5636		
1118	Sr Systems Analyst 2	3	46.4354		
1118	Sr Systems Analyst 2	4	48.3852		
1118	Sr Systems Analyst 2	5	50.4175		
1118	Sr Systems Analyst 2	6	52.5353		
1118	Sr Systems Analyst 2	7	54.7417		
1118	Sr Systems Analyst 2	8	57.0410		
1118	Sr Systems Analyst 2	9	59.4366		
1118	Sr Systems Analyst 2	10	61.9329		
1118	Sr Systems Analyst 2	11	64.5341		
1118	Sr Systems Analyst 2	12	67.2447		
1118	Sr Systems Analyst 2	13	71.7630		
1723	Sr Technical Specialist PACS	1	40.3506		
1723	Sr Technical Specialist PACS	2	42.0453		
1723	Sr Technical Specialist PACS	3	43.8112		
1723	Sr Technical Specialist PACS	4	45.6511		
1723	Sr Technical Specialist PACS	5	47.5684		
1723	Sr Technical Specialist PACS	6	49.5665		
1723	Sr Technical Specialist PACS	7	51.6483		
1723	Sr Technical Specialist PACS	8	53.8175		
1723	Sr Technical Specialist PACS	9	56.0779		
1723	Sr Technical Specialist PACS	10	58.4331		
1723	Sr Technical Specialist PACS	11	60.8873		
1723	Sr Technical Specialist PACS	12	63.4447		
1723	Sr Technical Specialist PACS	13	66.5744		
3624	Sr. Data Management Engineer	1	42.0951		
3624	Sr. Data Management Engineer	2	43.8631		
3624	Sr. Data Management Engineer	3	45.7054		
3624	Sr. Data Management Engineer	4	47.6249		
3624	Sr. Data Management Engineer	5	49.6252		
3624	Sr. Data Management Engineer	6	51.7094		
3624	Sr. Data Management Engineer	7	53.8813		
3624	Sr. Data Management Engineer	8	56.1442		
3624	Sr. Data Management Engineer	9	58.5023		
3624	Sr. Data Management Engineer	10	60.9593		
3624	Sr. Data Management Engineer	11	63.5197		
3624	Sr. Data Management Engineer	12	66.1875		
3624	Sr. Data Management Engineer	13	68.9674		
3248	Surgical Assistant Specialty	1	54.0303		
3248	Surgical Assistant Specialty	2	56.2998		
3248	Surgical Assistant Specialty	3	58.6641		
3248	Surgical Assistant Specialty	4	61.1282		
3248	Surgical Assistant Specialty	5	63.6954		
3248	Surgical Assistant Specialty	6	66.3708		
3248	Surgical Assistant Specialty	7	69.1583		
3248	Surgical Assistant Specialty	8	72.0630		

SEIU PROFESSIONALS RATE SCHEDULE FOR 2023 - 2026

JOB CODE	TITLE	RATES EFFECTIVE 07/09/2023			RATES EFFECTIVE 10/1/2023
		STEP	8% COLA	MARKET ADJUSTMENT	MARKET ADJUSTMENT
3248	Surgical Assistant Specialty	9	75.0897		
3248	Surgical Assistant Specialty	10	78.2435		
3248	Surgical Assistant Specialty	11	81.5297		
3248	Surgical Assistant Specialty	12	84.9538		
3248	Surgical Assistant Specialty	13	88.5219		
3072	Surgical Clinical Reviewer	1	27.3657		
3072	Surgical Clinical Reviewer	2	28.5150		
3072	Surgical Clinical Reviewer	3	29.7126		
3072	Surgical Clinical Reviewer	4	30.9607		
3072	Surgical Clinical Reviewer	5	32.2612		
3072	Surgical Clinical Reviewer	6	33.6159		
3072	Surgical Clinical Reviewer	7	35.0279		
3072	Surgical Clinical Reviewer	8	36.4991		
3072	Surgical Clinical Reviewer	9	38.0321		
3072	Surgical Clinical Reviewer	10	39.6295		
3072	Surgical Clinical Reviewer	11	41.2939		
3072	Surgical Clinical Reviewer	12	43.0283		
3072	Surgical Clinical Reviewer	13	44.8354		
2297	Transplant Program Liaison	1	39.2343		
2297	Transplant Program Liaison	2	40.8822		
2297	Transplant Program Liaison	3	42.5993		
2297	Transplant Program Liaison	4	44.3885		
2297	Transplant Program Liaison	5	46.2527		
2297	Transplant Program Liaison	6	48.1954		
2297	Transplant Program Liaison	7	50.2197		
2297	Transplant Program Liaison	8	52.3289		
2297	Transplant Program Liaison	9	54.5267		
2297	Transplant Program Liaison	10	56.8169		
2297	Transplant Program Liaison	11	59.2031		
2297	Transplant Program Liaison	12	61.6896		
1342	Web Developer 2	1	45.7169		
1342	Web Developer 2	2	47.6369		
1342	Web Developer 2	3	49.6377		
1342	Web Developer 2	4	51.7223		
1342	Web Developer 2	5	53.8948		
1342	Web Developer 2	6	56.1584		
1342	Web Developer 2	7	58.5170		
1342	Web Developer 2	8	60.9747		
1342	Web Developer 2	9	63.5356		
1342	Web Developer 2	10	66.2041		
1342	Web Developer 2	11	68.9848		
1342	Web Developer 2	12	71.8822		
1342	Web Developer 2	13	76.7121		

**SEIU PROFESSIONALS PER-DIEM RATE SCHEDULE FOR
2023- 2026**

JOB CODE	TITLE	EFFECTIVE 07/09/2023	EFFECTIVE 10/1/2023	Incumbents as of 7/9/2023
1289	Activity Therapist JS	27.0000	27.0000	No incumbents
3057	Cert School Teacher	25.0000	25.0000	No incumbents
1974	Chaplain	40.0000	40.0000	No incumbents
1290	Child Life Specialist	29.3250	29.3250	
1490	Clinical Hospital Pharmacist	63.7097	63.7097	
2627	Clinical Informatics Analyst 1	33.4555	33.4555	
1128	Clinical Informatics Analyst 2	55.0000	55.0000	No incumbents
2945	Clinical Informatics Coord 1	31.8127	31.8127	No incumbents
2946	Clinical Informatics Coord 3	42.9687	42.9687	No incumbents
2947	Clinical Informatics Coord 4	51.3620	51.3620	No incumbents
1349	Clinical Informatics Spec	46.0000	46.0000	No incumbents
1304	Clinical Practice Pharmacist	60.8164	60.8164	
1286	Clinical Psychologist 1	56.3745	56.3745	No incumbents
1281	Clinical Social Worker MSW	32.0000	32.0000	
2884	Clinical Training Specialist	32.0000	32.0000	No incumbents
1509	Community House Physician	45.8309	45.8309	
3027	Construction Coordinator	31.0000	31.0000	No incumbents
2568	Database Administrator	55.0000	55.0000	No incumbents
3068	Dietitian	35.0000	35.0000	
2225	ERP Technical Analyst	42.7672	42.7672	No incumbents
2355	Fire and Life Safe Comp Offcr	42.8037	42.8037	No incumbents
3149	Health Services Counselor	27.0276	27.0276	
1756	Informatics Specialist PACS	27.0000	27.0000	No incumbents
1831	IT Operations Supervisor	37.0000	37.0000	No incumbents
1343	IT Training Coordinator	55.0000	55.0000	No incumbents
1283	Licensed Clinical Social Worker LCSW	34.4505	34.4505	
3150	Licensed Health Services Counselor	33.3344	33.3344	No incumbents
3267	Manager Quality	41.0000	43.7864	No incumbents
1183	Medical Technologist 2	37.0000	37.0000	No incumbents
3615	Mental Health Intake Spec	24.3929	24.3929	
3038	Mgr Rehab Services	50.0000	50.0000	No incumbents
2748	Music Therapist	29.3250	29.3250	No incumbents
2262	Network Specialist 2	29.0000	29.0000	No incumbents
1213	Nuclear Medicine Tech 1	32.4109	32.4109	
1214	Nuclear Medicine Tech 2	35.0000	35.0000	No incumbents
1294	Occupational Therapist 1	48.0000	48.0000	
1295	Occupational Therapist 2	48.0000	48.0000	
3109	Organ Plcmnt Prsrvtn Coord	33.2766	33.2766	
1689	PACS Clinical Specialist	35.0000	35.0000	No incumbents
2175	Pathologist Assistant	39.0000	39.0000	No incumbents
2385	Patient Access Coordinator	26.1516	26.1516	No incumbents
2725	Pedi Exercise Physiologist	38.0000	38.0000	No incumbents
1262	Physical Therapist 1	48.0000	48.0000	
1263	Physical Therapist 2	48.0000	48.0000	
2910	Physician Assist Neurosurgery	62.0000	62.0000	No incumbents
1483	Physician Assistant	56.9228	56.9228	
1514	Poison Information Specialist	38.0000	38.0000	
3152	Population Health Specialist	25.0000	25.0000	No incumbents
3411	PRM Medical Technologist	37.0000	37.0000	
1727	Project Manager	40.0000	40.0000	No incumbents

**SEIU PROFESSIONALS PER-DIEM RATE SCHEDULE FOR
2023- 2026**

JOB CODE	TITLE	EFFECTIVE 07/09/2023	EFFECTIVE 10/1/2023	Incumbents as of 7/9/2023
1695	Proj Manager IT	50.0000	50.0000	
1127	Project Management Coordinator	36.1703	36.1703	
2572	Quality PI Analyst	41.9126	41.9126	
1250	Recreation Therapist	30.2600	30.2600	No incumbents
2569	Rehab Intake Coordinator	37.0000	37.0000	No incumbents
1269	Social Work Supervisor MSW	38.2379	38.2379	No incumbents
1278	Social Worker BSW	25.9488	25.9488	No incumbents
1268	Speech Language Pathologist 1	48.0000	48.0000	
3197	Speech Language Pathologist 2	48.0000	48.0000	No incumbents
3289	Sr Clinical Project Spec	46.0000	46.0000	No incumbents
2185	Sr Knowledge Mgmt Engineer 2	38.0000	38.0000	No incumbents
1117	Sr Systems Analyst 1	40.0000	40.0000	No incumbents
1118	Sr Systems Analyst 2	50.0000	50.0000	No incumbents
3248	Surgical Assistant Specialty	55.0000	55.0000	
2297	Transplant Program Liaison	39.2343	39.2343	No incumbents

MEDICAL PLANS



Group Medical Plans

What AvMed medical plans are offered?

- Jackson First HMO
- Jackson Select HMO
- Jackson Point of Service (POS)

NOTE: Members are required to select a primary care physician if selecting health insurance.

Jackson First HMO

Plan offers "no referral needed" to access the Jackson-only network. Employee and covered dependents must reside in Miami-Dade, Broward or Palm Beach Counties. The plan provides 100% of benefits for services performed at Jackson Health System facilities and University of Miami (except emergency care) or by any AvMed physician with admitting privileges at Jackson Health System. Concierge services are available under this plan.

- No deductibles
- No copays
- No coinsurance
- Concierge services

Jackson First Rider: for dependents of Employees enrolled under Jackson First, who may reside outside of the tri-county area (Miami-Dade, Broward and Palm Beach). Please complete an "Away from Home" form available on JacksonBenefits.org

Jackson Select HMO

Plan offers "no referral needed" to access the Jackson Select HMO Network of providers. The plan provides 100% of benefits for covered services after applicable copays. Concierge services and SmartShopper benefits are available under this plan. Provides an "Away from Home" wraparound program for dependents who reside outside of the coverage area.

Jackson Point of Service (POS)

IN NETWORK - Plan offers "no referral needed" to access an expanded network of providers. The plan provides 100% of benefits for covered services after the applicable copayments. SmartShopper benefits are available under this plan.

OUT OF NETWORK - A fee for service program that provides you the freedom to use any physician or accredited hospital of your choice outside of the network. Payments are based on Maximum Allowable Payment (MAP) charges. Providers who do not participate in the network may balance bill you for the amount which exceeds MAP. Coverage is subject to deductibles and coinsurance.

Why I Choose
**Jackson
First**

"I chose Jackson First Insurance because not only is it the most affordable plan, but it also offers many physician options, including inpatient, outpatient, and telemedicine providers outside Jackson. Also, there are many pharmacies to choose from, and I even have free prescriptions that were filled in the Jackson pharmacy. No other plan can provide both broad local coverage and affordability like Jackson First."

- Seth Bleicher, Hospitalist Inpatient Services, Jackson Behavioral Health Hospital

To learn more about the Jackson First HMO or to enroll online, visit JacksonBenefits.org

JacksonBenefits.org

If there is any discrepancy between the plan details in this benefits guide and the official plan documents, the language in the official plan documents shall prevail as accurate.

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MEDICAL PLANS

Medical Biweekly Rates AvMed Employee, Spouse, Domestic Partner & Child(ren)

	WELLNESS MEDICAL PREMIUM		
	JACKSON FIRST HMO PLAN	JACKSON SELECT HMO PLAN	JACKSON POS PLAN
Employee	\$0.00	\$57.75	\$173.25
Employee + Child(ren)*	\$105.00	\$197.41	\$440.46
Employee + Spouse/DP	\$120.00	\$232.50	\$530.87
Family	\$160.00	\$330.72	\$917.68
Jackson First Rider	\$45.00	\$45.00	

* Option also applies to Adult Child(ren) (AC) between 26 through 30 years of age and/or Child(ren) of a Domestic Partner (CDP)

Premiums above are subject to the completion of your Annual Wellness. If you did not complete your wellness visit, your premiums will include an additional \$50 increase bi-weekly.

Medical Biweekly Rates Medical Premium for Part-Time 24 Hours Status (B5)

	WELLNESS MEDICAL PREMIUM		
	JACKSON FIRST HMO PLAN	JACKSON SELECT HMO PLAN	JACKSON POS PLAN
Employee	\$25.00	\$107.75	\$273.25
Employee + Child(ren)*	\$155.00	\$272.41	\$565.46
Employee + Spouse/DP	\$195.00	\$332.50	\$680.87
Family	\$260.00	\$455.72	\$1,092.68
Jackson First Rider	\$45.00	\$45.00	N/A

* Option also applies to Adult Child(ren) (AC) between 26 through 30 years of age and/or Child(ren) of a Domestic Partner (CDP)

Premiums above are subject to the completion of your Annual Wellness. If you did not complete your wellness visit, your premiums will include an additional \$50 increase bi-weekly.

"Jackson First has been the best choice we could have made in selecting health insurance for my family, year after year. We do our best to find the best coverage possible with the most affordable premium. Under this plan we have received the best medical care without any strain on our finances. Having had Jackson First turned a what could have been a stressful emergency for my daughter injured while travelling out of state, into the easiest process imaginable. The plan took care of everything, and eliminating all possible points of stress."

- Lianne Lopez-Montero, Pharmacy

Learn more about the Jackson First HMO
to enroll online, visit JacksonBenefits.org

Why I Choose
**Jackson
First**

JacksonBenefits.org

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If there is any discrepancy between the plan details in this benefits guide and the official plan documents, the language in the official plan documents shall prevail as accurate.

MEDICAL PLANS

Understanding Your Medical Options

2024 MEDICAL PLAN CHARTS - avmed.org/jhs		
	JACKSON FIRST HMO	JACKSON SELECT HMO
	<ul style="list-style-type: none"> Freedom to choose from a variety of JHS and UM healthcare professionals. Jackson Rider Wraparound: separate plan with buy-up option of \$45 per pay period; designed for dependents living outside of South Florida. Access to a concierge appointment scheduling Savings of up to \$4,438.72 annually 	<p>HMO Plan offered to Jackson Health System employees and covered dependents who reside or work in Miami-Dade, Broward and Palm Beach counties. Members who enroll in the JHS Select Network plan must receive all medical care except for emergency and urgent care services through an AvMed contracted Jackson Health System Select HMO Network Provider.</p> <ul style="list-style-type: none"> Offers nationwide network for dependents residing outside of service area Jackson Rider Wraparound: separate plan with buy-up option of \$45 per pay period; designed for dependents living outside of South Florida.
Concierge Services	Concierge Services Available	Concierge Services and Smartshopper Benefits Are Available
Deductibles	\$0	\$0
PCP Office Visits	\$0	\$15
Specialist Office Visits	\$0	\$30
Preventive Services	\$0	\$0
Pediatrician Office Visits	\$0	\$15
Routine Physical	\$0	\$0
Obstetrical/Gynecological	\$0	\$30
Maternity	\$0	\$30 Copay for First Visit. No Charge For Subsequent Visits
Preventive Mammogram/Pap Smears	\$0	\$0
Hospitalization - In-Patient	Benefits Covered At 100%	Benefits payable at 100% after \$100 copayment
Urgent Care	\$50 participating; \$100 non-participating; \$5 copay/visit at Uhealth Jackson Urgent Care Centers	
Emergency	\$200 copay (waived if admitted) , or \$50 for ages 17 and under (Waived if Admitted)	\$200 copay (waived if admitted) or \$50 for ages 17 and under (Waived if Admitted)
Outpatient Surgery	\$0	\$200

If there is any discrepancy between the plan details in this benefits guide and the official plan documents, the language in the official plan documents shall prevail as accurate.

MEDICAL PLANS

Understanding Your Medical Options

2024 MEDICAL PLAN CHARTS - avmed.org/jhs		
	JACKSON POS IN NETWORK	JACKSON POS OUT OF NETWORK
	Access to an expanded network of providers in the state of Florida. In addition, AvMed offers a nationwide network for those residing outside of the service area.	A fee for service program that provides Jackson Health System employees and covered dependents the freedom to use any physician or accredited hospital of their choice outside of the network. Payments are based on maximum allowable payment (MAP) charges. Providers who do not participate in the network may balance bill members for the amount which exceeds MAP. Coverage is subject to deductibles and coinsurance.
Concierge Services	Smartshopper Benefits Are Available	Smartshopper Benefits Are Available
Deductibles	\$0	\$200 Deductible Individual/\$500 Family
PCP Office Visits	\$15	Plan Pays 70% Coinsurance, After Deductible Is Met
Specialist Office Visits	\$30	Plan Pays 70% Coinsurance, After Deductible Is Met
Preventive Services	\$0	Plan Pays 70% Coinsurance, After Deductible Is Met
Pediatrician Office Visits	\$15	Plan Pays 70% Coinsurance, After Deductible Is Met
Routine Physical	\$0	Plan Pays 70% Coinsurance, After Deductible Is Met
Obstetrical/Gynecological	\$30	Plan Pays 70% Coinsurance, After Deductible Is Met
Maternity	\$30 copay for first visit. No charge for subsequent visits.	Plan Pays 70% Coinsurance, After Deductible Is Met
Preventive Mammogram/Pap Smears	\$0	Plan Pays 70% Coinsurance, After Deductible Is Met
Hospitalization - In-Patient	\$200 copay (waived if admitted)	Plan Pays 70% Coinsurance, After Deductible Is Met
Urgent Care	\$100 at both participating and non-participating; \$5 copay/visit at Uhealth Jackson Urgent Care Centers	
Emergency	\$200 copay (waived if admitted) or \$100 for ages 17 and under (Waived if Admitted)	\$200 copay/\$100 for age 17 and under (Waived if Admitted)
Outpatient Surgery	Benefits payable at 100% after \$200 copayment	Plan Pays 70% Coinsurance, After Deductible Is Met

Chart continued on next page.

If there is any discrepancy between the plan details in this benefits guide and the official plan documents, the language in the official plan documents shall prevail as accurate.

MEDICAL PLANS

2024 MEDICAL PLAN CHARTS - avmed.org/jhs		
	JACKSON FIRST HMO	JACKSON SELECT HMO
Prescription Drugs	Includes prescription contraceptives at participating pharmacies nationwide. If member/physician selects Brand when Generic is available, member pays difference in cost plus Brand copayment. See plan literature for other participating pharmacies. No charge for generic medications under the Jackson First HMO for employees using the Jackson Pharmacy.	
Participating Network Pharmacy	\$15 Generic/\$35 Brand/ \$50 Non-Preferred For 30-Day Supply	\$15 Generic/\$35 Brand/ \$50 Non-Preferred For 30-Day Supply
Mail Order	\$30 Generic/\$60 Brand/ \$90 Non-Preferred For 90-Day Supply	\$30 Generic/\$60 Brand/ \$90 Non-Preferred For 90-Day Supply
Specialty Rx	\$50 For 30-Day Supply Through Specialty Pharmacy	\$50 For 30-Day Supply Through Specialty Pharmacy
Substance Abuse Treatment		
Inpatient	\$0	\$100
Outpatient	\$0	\$15 per visit
Behavioral Health		
Inpatient	\$0	\$100
Outpatient	\$0	\$15 per visit
Durable Medical Equipment (DME)	\$50 Per Episode Per Illness	\$50 Per Episode Per Illness
Coverage Area	Jackson Health System; University of Miami • Dependents residing outside the network area may be covered through the PCHS network by electing to buy into the Jackson First Rider. (must complete a "Away From Home" form for approval)	Network includes over 33 hospitals and over 7,000 physicians. All AvMed participating providers with admitting privileges at one of the covered hospitals are also covered in the Select HMO. Dependents residing outside the network area may be covered through the PHCS network (Must complete "Away From Home" form for approval).

MEDICAL PLANS

2024 MEDICAL PLAN CHARTS - avmed.org/jhs		
	JACKSON POS IN NETWORK	JACKSON POS OUT OF NETWORK
Prescription Drugs	Includes prescription contraceptives at participating pharmacies nationwide. If member/physician selects Brand when Generic is available, member pays difference in cost plus Brand copayment. See plan literature for other participating pharmacies.	
Participating Network Pharmacy	\$15 Generic/\$50 Brand/ \$65 Non-Preferred For 30-Day Supply	Plan Pays 70% Coinsurance, After Deductible Is Met
Mail Order	\$30 Generic/\$90 Brand/\$120 Non-Preferred For 90-Day Supply	Plan Pays 70% Coinsurance, After Deductible Is Met
Specialty Rx	\$100 For 30-Day Supply Through Specialty Pharmacy	Plan Pays 70% Coinsurance, After Deductible Is Met
Substance Abuse Treatment		
Inpatient	Benefits Paid At 100%, After \$200 Copayment	Plan Pays 70% Coinsurance, After Deductible Is Met
Outpatient	\$15 per visit	Plan Pays 70% Coinsurance, After Deductible Is Met
Behavioral Health		
Inpatient	Benefits Paid At 100%, After \$200 Copayment	Plan Pays 70% Coinsurance, After Deductible Is Met
Outpatient	\$15 per visit	Plan Pays 70% Coinsurance, After Deductible Is Met
Durable Medical Equipment (DME)	DME And Orthotic Covered At 100%. External Prosthetic Appliance - No Charge After \$200 Deductible Per Contract Year.	Plan Pays 70% Coinsurance, After Deductible In MET For DME and Orthotic. External Prosthetic Appliance Not Covered Out Of Network.
Coverage Area	Covers hospitals excluded on the Select Plan. Dependents residing outside the network area may be covered through the PHCS network (Must complete "Away From Home" form for approval).	N/A

HEALTH + WELLNESS

Additional AvMed Features MDLive

VIRTUAL VISITS ANYWHERE, ANYTIME. 24/7/365 ACCESS TO HEALTHCARE PROVIDERS

AvMed Virtual Visits, powered by MDLIVE®, are available to all Jackson employees and dependents covered under any of the AvMed medical plans. It provides remote access to board-certified doctors from your home, office, or on the go. All you have to do is register online. Members can speak with a doctor about non-emergency medical issues by phone or by secure video using a computer, tablet, or smartphone, for only a \$10 copay. Virtual Visits can be used to treat minor illnesses and injuries, including but, not limited to:

- Acne
- Headache
- Constipation
- UTI
- Pink eye
- Cough
- Fever
- Sore throats
- Insect bites
- Cold/flu
- Earache
- Rash
- Allergies
- Respiratory problems
- Nausea/Indigestion

Register online: bit.ly/Avmedvirtualvisits or by phone: 1-888-834-1532 or by downloading the “MDLIVE” app
Employer Code: AvMed

Smartshopper

How AvMed SmartShopper Works

1. Your doctor recommends a qualifying procedure.
2. Call SmartShopper at 1-866-285-7453 and a Health Cost Adviser will provide cost-effective locations in your area for your doctor's recommended service. Have your member ID for verification. You may also shop online at AvMed.VitalsSmartShopper.com.
3. Then, contact your doctor to schedule the service and inform Contact AvMed SmartShopper AT LEAST 24 hours before the procedure to qualify for the incentive.
4. If you choose to use a cost-effective location, as identified by AvMed SmartShopper, you will receive an incentive check in the mail within 60 days after your claim has been paid.

[CLICK TO VIEW THE SMARTSHOPPER FLYER >>](#)

CASH INCENTIVES ON MEDICAL PROCEDURES AND DIAGNOSTIC TESTS

AvMed continues to offer SmartShopper for Plan Year 2024. When enrolling in Jackson Select HMO and Jackson POS Plan, you have a chance to earn cash back while saving on healthcare costs. **Please note that Jackson First medical plan does not qualify for Smartshopper services.**

- Medical procedures or diagnostic tests can qualify you or your dependents for a \$25-\$500 CASH BACK when you shop with SmartShopper!
- To access SmartShopper, go to avmed.org/smartshopper-jhs or call 1-866-285-7453 to shop healthcare services in your area.

Reduced Copays When Using Jackson

Jackson Health System is dedicated to providing quality and cost-effective healthcare benefits that meet the needs of our employees and their dependents. All employees, regardless of the plan you enroll in, will be eligible for lower copayments for most services received at Jackson Providers. To access the Jackson Providers, go to avmed.org/jhs.

	ENROLLED IN JACKSON SELECT HMO		ENROLLED IN JACKSON POS IN NETWORK	
	USE A JACKSON PROVIDER AND PAY	OTHER JACKSON SELECT HMO NETWORK PROVIDERS YOU PAY	USE A JACKSON PROVIDER AND PAY	OTHER JACKSON POS IN NETWORK PROVIDERS YOU PAY
PCP Office Visit	\$5	\$15	\$5	\$15
Specialist Office Visit	\$15	\$30	\$15	\$30
Pediatrician Office Visit	\$5	\$15	\$5	\$15
Maternity Office Visits (1st visit only. No charge for subsequent visits)	\$15	\$30	\$15	\$30
Inpatient Facility	\$0	\$100	\$0	\$200
Outpatient Surgery	\$0	\$200	\$0	\$200
Behavioral Health Outpatient	\$5	\$15	\$5	\$15
Substance Abuse Outpatient	\$5	\$15	\$5	\$15
Behavioral Health Inpatient	\$0	\$100	\$0	\$200
Substance Abuse Inpatient	\$0	\$100	\$0	\$200

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JacksonBenefits.org

If there is any discrepancy between the plan details in this benefits guide and the official plan documents, the language in the official plan documents shall prevail as accurate.

Healthcare Biweekly Premium Comparison

Plan	Tier	2022	2023	2024	2025	2026
Jackson First	Employee Only	\$ -	\$ -	\$ -	\$ -	\$ -
	Employee + Spouse	\$120.00	\$120.00	\$120.00	\$120.00	\$ 120.00
	Employee + Child(ren)	\$105.00	\$105.00	\$105.00	\$105.00	\$ 105.00
	Family	\$160.00	\$160.00	\$160.00	\$160.00	\$ 160.00
Select HMO	Employee Only	\$ 50.00	\$ 55.00	\$57.75	\$60.64	\$63.67
	Employee + Spouse	\$201.30	\$221.43	\$232.50	\$244.13	\$256.33
	Employee + Child(ren)	\$170.92	\$188.01	\$197.41	\$207.28	\$217.64
	Family	\$286.34	\$314.98	\$330.72	\$347.26	\$364.62
POS	Employee Only	\$150.00	\$165.00	\$173.25	\$181.91	\$191.01
	Employee + Spouse	\$459.62	\$505.59	\$530.87	\$557.41	\$585.28
	Employee + Child(ren)	\$381.35	\$419.48	\$440.46	\$462.48	\$485.60
	Family	\$794.53	\$873.98	\$917.68	\$963.57	\$1,011.74

Medical Plan Bi Weekly Premiums for Part-Time 24 Status

Plan	Tier	2024	2025	2026
Jackson First	Employee Only	\$ 25.00	\$25.00	\$ 25.00
	Employee + Spouse	\$ 195.00	\$195.00	\$ 195.00
	Employee + Child(ren)	\$ 155.00	\$155.00	\$ 155.00
	Family	\$ 260.00	\$260.00	\$ 260.00
Select HMO	Employee Only	\$107.75	\$110.64	\$ 113.67
	Employee + Spouse	\$332.50	\$344.13	\$ 356.33
	Employee + Child(ren)	\$272.41	\$282.28	\$ 292.64
	Family	\$455.72	\$472.26	\$ 489.62
POS	Employee Only	\$273.25	\$281.91	\$ 291.01
	Employee + Spouse	\$680.87	\$707.41	\$ 735.28
	Employee + Child(ren)	\$565.46	\$587.48	\$ 610.60
	Family	\$1,092.68	\$1,138.57	\$ 1,186.74

Appendix G

Company 410 Employees who Work in the IT Division and are Eligible for the On-Call Pay Supplement

Job Code	Job Classification
2627	Clinical Informatics Analyst 1
1128	Clinical Informatics Analyst 2
2945	Clinical Informatics Coordinator 1
2958	Clinical Informatics Coord 2
2946	Clinical Informatics Coordinator 3
2947	Clinical Informatics Coordinator 4
1349	Clinical Informatics Specialist
2568	Database Administrator
1112	Operations Supervisor EDP
2225	ERP Technical Analyst
2997	ERP Technical Analyst 2
2322	Integration Architect
1831	IT Operations Supervisor
3649	IT Service Mgmt Administrator
2644	IT Team Lead, Field Operations
1721	IT Team Leader
1343	IT Training Coordinator
2260	Network Engineer
1723	Senior Technical Specialist, PACs
1695	Project Manager, IT
1700	RIS Clinical Specialist
1113	Senior Network Analyst
2253	Senior Network Engineer
2298	Transplant Database Admin
1117	Senior System Analyst 1
1118	Senior System Analyst 2
1342	Web Developer 2

SEIU Professionals – Active job classifications		
UNION CODE	JOB CODE	JOB TITLE
410	1289	Activity Therapist
410	3341	APP Supervisor PA
410	1390	Associate Case Manager
410	3367	Associate IT System Administrator
410	2274	Bariatric Coordinator
410	3017	Bariatric Surgical Clinical Reviewer
410	1299	Behavioral Therapist
410	2786	Behavioral Health Discharge Coordinator, CHS
410	1067	Business Analyst
410	1339	Capital Inventory Coordinator
410	3057	Cert School Teacher
410	1974	Chaplain
410	1290	Child Life Specialist
410	3126	Child Life Supervisor
410	1376	Child Safety Educator
410	1092	Clinical Data Coordinator
410	1797	Clinical Documentation Coordinator
410	1490	Clinical Hospital Pharmacist
410	2627	Clinical Informatics Analyst 1
410	1128	Clinical Informatics Analyst 2
410	2945	Clinical Informatics Coordinator 1
410	2946	Clinical Informatics Coordinator 3
410	2947	Clinical Informatics Coordinator 4
410	1349	Clinical Informatics Spec
410	3622	Clinical Informatics Spec 2
410	3647	Clinical Informatics Spec 3
410	3415	Clinical Pharmacist Coordinator
410	1304	Clinical Practice Pharmacist
410	1286	Clinical Psychologist 1
410	1287	Clinical Psychologist 2
410	1275	Clinical Rehab Services Counselor
410	1281	Clinical Social Worker MSW
410	2218	Clinical Staff Pharmacist
410	2884	Clinical Training Specialist
410	1356	CMH Counselor 2 CBA INACTIVE
410	1357	CMH Counselor 3 CBA INACTIVE
410	1358	CMH Counselor 4 CBA INACTIVE
410	1509	Community House Physician
410	3027	Construction Coordinator
410	2568	Database Administrator
410	3068	Dietitian
410	2280	Eligibility Specialist SFAN

410	2419	Enrollment Specialist
410	2225	ERP Technical Analyst
410	2997	ERP Technical Analyst 2
410	3407	Exercise Physiologist
410	2355	Fire and Life Safe Comp Officer
410	2550	Forensic Case Manager
410	2602	Guest Services Coordinator
410	3149	Health Services Counselor
410	1192	Histopathology Technologist 4
410	1048	Hospital Accountant 1
410	1049	Hospital Accountant 2
410	1323	Infection Prevention Coordinator
410	1756	Informatics Specialist PACS
410	2322	Integration Architect
410	2712	Interface Analyst
410	3388	IT Mobile Device Administrator
410	1831	IT Operations Supervisor
410	3649	IT Service Management Administrator
410	3338	IT Systems Administrator
410	2644	IT Team Lead Field Operations
410	1721	IT Team Leader
410	1343	IT Training Coordinator
410	1790	Item Master Inventory Control Lead
410	2653	Jail Diversion Corrections Spec
410	1283	LCSW MSW
410	3222	Lead Physician Assistant, CHS
410	3150	Licensed Health Services Counselor
410	1277	Licensed Mental Health Counselor CBA INACTIVE
410	3382	Life Support Training Coordinator
410	1486	Managed Health Care Analyst
410	3267	Manager Quality
410	2685	Maternal Family Health Liaison
410	1317	Medical Records Practitioner
410	1182	Medical Technologist 1
410	1183	Medical Technologist 2
410	3615	Mental Health Intake Spec
410	3021	Manager Rehab Quality
410	3038	Manager Rehab Services
410	2748	Music Therapist
410	2260	Network Engineer
410	2262	Network Specialist 2
410	1213	Nuclear Medicine Tech 1
410	1214	Nuclear Medicine Tech 2
410	1294	Occupational Therapist 1
410	1295	Occupational Therapist 2
410	3109	Organ Placement & Preservation Coordinator

410	1689	PACS Clinical Specialist
410	2175	Pathologist Assistant
410	1822	Pathology Assistant 1
410	3701	Pathology Assistant 2
410	2385	Patient Access Coordinator
410	2725	Pedi Exercise Physiologist
410	2736	Peer Review Coordinator
410	1309	Pharmacy Manager Hospitals
410	2264	Pharmacy Procurement Coordinator
410	1459	Pharmacy Resident PGY 1
410	1460	Pharmacy Resident PGY 2
410	1262	Physical Therapist 1
410	1263	Physical Therapist 2
410	2647	Physician Assist Cardiothoracic
410	2910	Physician Assist Neurosurgery
410	1483	Physician Assistant
410	1514	Poison Information Specialist
410	3152	Population Health Specialist
410	3411	PRM Med Tech
410	1693	Procurement Contracting Officer
410	3465	Product Manager IT
410	1727	Project Manager
410	1695	Project Manager IT
410	1127	Project Management Coordinator
410	2672	Provider Enrollment Specialist
410	2818	Quality Assurance Coordinator SFAN
410	2572	Quality PI Analyst
410	1250	Recreation Therapist
410	1251	Recreation Therapist Supervisor
410	2569	Rehab Intake Coordinator
410	3348	Rehab Liaison
410	3089	Rehab Navigator
410	2311	Resolutions Analyst
410	3646	SFAN Care Coordinator
410	1485	Sign Language Interpreter
410	3381	Simulation Training Specialist
410	1269	Social Work Supervisor MSW
410	2881	Social Work Supervisor Transplant CBA INACTIVE
410	1278	Social Worker BSW
410	2462	Social Worker Transplant
410	3666	Spec Pharm Quality Compliance Manager
410	1268	Speech Language Pathologist 1
410	3197	Speech Language Pathologist 2
410	3289	Senior Clinical Project Spec
410	2185	Senior Knowledge Management Engineer 2
410	1113	Senior Network Analyst

410	2253	Senior Network Engineer
410	1312	Senior Procurement Specialist
410	2303	Senior Reimbursement Analyst
410	1117	Senior Systems Analyst 1
410	1118	Senior Systems Analyst 2
410	1723	Senior Technical Specialist PACS
410	3624	Senior Data Management Engineer
410	2650	Support Chain Senior System Analyst 2
410	3248	Surgical Assistant Specialty
410	3072	Surgical Clinical Reviewer
410	2297	Transplant Program Liaison
410	1342	Web Developer 2

MEMORANDUM OF UNDERSTANDING

Flu Vaccine

This Memorandum of Understanding ("MOU") entered into this 9th day of December 2020, by and between the Jackson Health System/Public Health Trust ("JHS"), and the Service Employees International Union, Local 1991 (SEIU) collectively referred to as the "Parties".

WHEREAS, the Parties recognize the need to continue to protect themselves and others during pandemic and epidemic periods and thus recognize the need to wear masks while on JHS property in accordance with lawful federal, state, or local government COVID-19 emergency orders and in accordance with JHS's designated flu vaccination policy;

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 upon execution of this MOU all bargaining unit members must adhere to the Trust's flu vaccination policy while on any JHS/PHT property by wearing masks that cover their nose and mouth from October 1st to March 31st of each year. These employees must wear masks at all times while on any JHS/PHT property and may only remove masks while participating in activities in which a mask cannot be practically worn such as eating, drinking or utilizing equipment which cannot be operated with a mask, or when alone in an enclosed room or space. This mask requirement is in addition to the mask requirements that may lawfully exist because of the COVID-19 pandemic. We strongly encourage all bargaining unit members to receive an annual flu vaccine during the above-mentioned flu season.
2. The Parties agree that this is a onetime non-precedent setting agreement, that no promise, inducement or agreement not expressly contained herein has been made, that this MOU contains the entire agreement between the parties hereto, and that the terms of this MOU are contractual and not a mere recital; and

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 (SEIU)

Jackson Health System/Public Health Trust

Martha Baker RN 12-9-20
Signature Date

[Signature] 12-9-2020
Signature Date

Martha Baker, RN
Printed Name PRESIDENT SEIU 1991

Roberto Campos-Marguetti
Printed Name Director Employee/Labor Relations

MEMORANDUM OF AGREEMENT

This agreement entered into by and between the Public Health Trust/ Jackson Health System (PHT) and Service Employees International Union, Local 1991, Professionals (SEIU), on June 30, 2015

WHEREFORE, the parties agree that the following will be maintained as a policy of the PHT.

PURPOSE:

This plan has been developed to maximize Point of Service (POS) Cash Collections and establish an incentive program for Patient Access Services (PAS) for exceeding established goals.

OVERVIEW:

The incentive program is based on two components: (1) the PAS team exceeding the pre-set business unit and overall POS goal, and (2) meeting individual quality goals. Should any component of these goals not be met, the employee will not be eligible for that specific incentive payment. All PAS employees will receive written documentation regarding the monthly POS and business unit collections and their individual quality scores.

ELIGIBILITY CRITERIA:

A. **Facilities & Classifications:** Employees system-wide with the following classifications reporting under cost code 776.08, 923.15, 923.16, 909.12, 909.13, 919.11, 585.60, and 839.06 and the Customer Service classifications in cost code 936.11 are eligible to participate in the incentive program, as well as, cost code 905.11 International Department:

- Patient Access Coordinator

1. Employment Status:

- Eligible employees must be actively employed on the date of disbursement to receive the incentive.
- Full-time, part-time, and temporary relief employees with no more than 56 hours of combined planned or unplanned hours of absence within the month of payout are eligible to participate in the program. The 56 hour threshold excludes JHS approved Holidays.

Updated: June 25, 2015

Approved By: Myriam Torres, VP, Revenue Cycle

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- New hires and transfers are eligible to participate in the incentive program the 1st month following 90 days, or at the discretion of Management within the first 90 days, of employment within one of the qualifying Patient Access or Customer Service classifications. Employees transferring to qualifying positions within Revenue Cycle are exempt from the 90 day waiting period.

B. Bonus Criteria :

1. Team Goal

Achievement of the monthly POS Goal is based on overall department performance, thus meeting this goal will be a joint team effort. The goal for each month will be published to the staff no less than 7 business days prior to the beginning of the month. Below are the POS collection goals that will qualify for the incentive program along with the corresponding payout and individual business unit performance. The Business units are defined as:

Jackson Main
Holtz
Jackson North
Jackson South
Behavioral Health/Jackson North Community Mental Health
ACC/PCC Clinics

Meeting the overall goal will be a joint team effort. The goal will be set annually as a percentage of the CBO cash goal. Each business unit will receive 50% of the total bonus if they meet their individual cash goal and 50% for meeting the overall POS cash goal. Below are the business unit and POS bonus breakdown that will qualify for the incentive program along with the corresponding payout:

<u>POS Goal</u>	<u>Business Unit (50% of Total Incentive Plan)</u>	<u>Overall POS (50% of Total Incentive Plan)</u>	<u>Total Incentive Plan</u>
<u>100% of Target POS Collections</u>	<u>\$75.00</u>	<u>\$75.00</u>	<u>\$150</u>
<u>101% - 105% of Target POS Collections</u>	<u>\$112.50</u>	<u>\$112.50</u>	<u>\$225</u>
<u>106% - 110% of Target POS Collections</u>	<u>\$150.00</u>	<u>\$150.00</u>	<u>\$300</u>
<u>111% - 115% of Target POS Collections</u>	<u>\$212.50</u>	<u>\$212.50</u>	<u>\$425</u>
<u>116% - above</u>	<u>Max \$250.00</u>	<u>Max \$250.00</u>	<u>Max \$500</u>

Updated: June 25, 2015

Approved By: Myriam Torres, VP, Revenue Cycle

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2. Individual Goals

In order to receive the incentive, the individual employee must meet the following standards:

- Meet or exceed 90% quality level as tracked utilizing the Registration quality monitoring tool;
- No violation of the JHS Policy & Procedure Manual Code No 358, Absenteeism; and
- No violation of the JHS Policy & Procedure Manual Code 357, Tardiness; and
- No finalized Disciplinary Action Reports. Article 6 (Grievance Procedure) and Article 7 (Arbitration) of the CBA is applicable to this MOU.

C. Quarterly/Annual Incentive

An additional incentive will be provided the 2nd pay period following the end of each fiscal quarter (January, April, July, and October) to the employees if the quarterly overall point of service collection goal is achieved. Employees are eligible if they awarded the monthly incentive at least twice within the quarter. Below are the point of service quarterly collection goals that will qualify:

Quarterly POS Goal	Incentive Plan
100% - 105%	\$100
106% - 115%	\$200
116% - Above	Max \$300

An additional bonus of \$500.00 will be provided to employees, if the overall annual PAS cash collections meet or exceed 100% of the annual PAS cash goal.

- New hires and transfers are eligible to participate in the incentive program the 1st month following 90 days of employment within one of the qualifying Patient Access or Customer Service classifications. Employees transferring to qualifying positions within Revenue Cycle are exempt. Employees transferring to qualifying positions within Revenue Cycle are exempt from the 90 day waiting period.

D. Documentation:

Updated: June 25, 2015

Approved By: Myriam Torres, VP, Revenue Cycle

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The Patient Access Directors will be responsible for tracking and reporting all performance measure achievement results to the VP of Revenue Cycle Management for final approval no later than the 10th of the following month.

E. Incentive Distribution:


An incentive award will be paid by the second pay period of the following month. All appropriate taxes and other deductions will be withheld as required by law.

F. Modification or Termination:

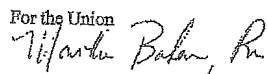
JHS Management retains sole discretion to amend or revoke the Plan at any time, including reducing or eliminating the payment of any incentive with prior notification to the participants and bargaining units as required by labor guidelines.

THIS AGREEMENT IS MADE WITHOUT PRECEDENT TO ANY FUTURE SIMILAR SITUATIONS WHICH ARISE. THIS AGREEMENT IS NEITHER GRIEVABLE NOR ARBITRABLE AND SHALL NOT BE USED IN ANY OTHER PROCEEDING.

ACKNOWLEDGED AND AGREED TO THIS 30 Day of June 2015.



Myriam Torres Date
Vice-President of Revenue Cycle

For the Union


Martha Baker Date
President of SBIU, Local 1991

Updated: June 25, 2015
Approved By: Myriam Torres, VP, Revenue Cycle

mtu

mb 

March 22, 2022

Martha Baker, Executive Director
Service Employees International Union (SEIU) Local 1991

RE: Clinical Practice Pharmacists and Clinical Hospital Pharmacists Agreement

This Agreement is entered into this ____ day of _____, 2022 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").

PURSUANT to the Side Letter Agreement that the PHT would meet with SEIU, Local 1991 and Clinical Practice Pharmacists and Clinical Hospital Pharmacists to address issues of specific concern including but not limited to on-call pay, rates for shifts worked as Clinical Practice Pharmacists, 7 days on 7 days off schedules and other related matters, and

WHEREAS, the parties mutually agree to the terms outlined below, which are in addition to those benefits already specified by the 2020-2023 Collective Bargaining Agreement,

NOW THEREFORE, in consideration of the mutual covenants contained herein, the Parties hereby agree to the following:

7 DAYS ON/7 DAYS OFF SCHEDULE

1. The PHT agrees that Clinical Practice Pharmacists who are scheduled to work 10 hour shifts of 7 days on/7 days off shall be paid for 70 hours per pay period and will accrue and receive all benefits and rights as full time employees.
2. The hourly rate for these employees will be compensated as though the employees were working 80 hours in a pay period.
3. Employees are eligible to receive shift and weekend differentials.
4. Overtime will be based on hours worked over 40 hours a week.
5. Advancement for merit increases will be based on twelve months or the equivalent number of hours.
6. Personal leave accruals will be based on 80 hours a pay period.
7. The parties agree that the PHT reserves the right to establish the number of employees to work this schedule or to eliminate any or all of these shifts upon providing thirty (30) days' notice.
8. The parties agree this is a one - time non-precedent setting agreement for the Clinical Practice Pharmacist classification only.

ON-CALL PAY

1. The PHT agrees to pay Clinical Hospital Pharmacists \$250.00 per week for compensation for being available twenty-four (24) hours pager for those weeks they carry the beeper.
2. The Clinical Hospital Pharmacist is not eligible to receive shift or weekend differentials when assigned on-call responsibilities.

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

Martha Baker M 4-11-22
Signature Date

MARTHA BAKER, RA
Printed Name

Jackson Health System/Public Health Trust

[Signature] 5/22/22
Signature Date

Roberto Campos-Hernandez
Printed Name

NEGOTIATION BETWEEN SEIU LOCAL 1991 AND PROFESSIONALS BARGAINING UNIT

Negotiations Between:
SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 1991 and
PUBLIC HEALTH TRUST/JACKSON HEALTH SYSTEM
Professionals Bargaining Unit

Inclusion of Non-Health Related Professionals (Company 300) Into the Professionals Bargaining Unit

- A. A new pay scale will be implemented beginning with the pay period inclusive of October 1, 2014 for the non-health related professionals who are listed in Appendix E. The variation between steps in this new pay scale will be 4.2%. The progression through steps and Longevity steps is listed in Appendix C on the "Step Progression Chart" of the Professionals CBA.

Beginning with the pay period inclusive of October 1, 2014, all step eligible full-time and part-time non-health related professionals who are listed in Appendix E will step on the newly implemented pay scale on their anniversary date at the hourly rate immediately above their own. This step will not be less than 2.5%. Any employee whose transition step is less than 2.5% will advance an additional step on the new scale.

An employee will only advance onto the newly implemented pay scale on their anniversary date provided they are step eligible. An employee is step eligible if they have satisfactory performance evaluations (i.e. met standards) and have worked the requisite number of months/hours towards the next step as outlined in Appendix C.

- B. Effective December 2, 2014, non-health related professionals who work in the IT division listed in Appendix G, upon the approval of the Chief Information Officer (CIO) or his designee, will receive an additional step called the on call pay supplement. The employees that receive this on call pay supplement are both hourly and salaried employees who are designated to be on call and are:
- Employees who are called back to work after having left the Employer's facility at the conclusion of their work day,
 - Employees who are called back to work on a day or evening on which they are not scheduled to work, and
 - Employees who are not required to come into work but are required to resolve issues by telephone or computer after their regularly scheduled shift.

On call will be done in a fair, equitable, and rotational manner. On call schedules will be posted whenever practicable. An employee may occasionally be required to respond to an emergency circumstance outside of his/her on call rotation; however, no employee in this group is considered on call 24/7. Employees should contact their VP with disputes about what constitutes an "emergency" and/or excessive hours worked outside of the normal work schedule.

Employees who receive the on call pay supplement are not eligible to receive on call pay or call in pay as described in Article XI (Salaries), section 6 and 7, respectively.

 6-10-15
PHT TA

 6-10-15
SEIU TA

MEMORANDUM OF UNDERSTANDING

This Agreement is entered into this 31 day of August, 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 need to include the classification of IT Service Management Administrator (Job # 3649) to the list of classifications that are eligible for the IT on call pay supplement,

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 immediately, employees in the classification of IT Service Management Administrator will be eligible to receive a one-step increase as part of the IT on call pay supplement.

2. Tomas Korzeniewski (Employment ID 318250) will receive this one-step IT on call pay retroactively from the date of his transfer into the position of IT Service Management Administrator (Job Code# 3645).

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 8/31/23
Signature Date

[Signature] 8/31/23
Signature Date

Martha Baker, BSN, RN
Printed Name

Roberto Campos Magallon
Printed Name



Employee/Labor Relations & Workforce

1500 NW 12th Ave, HR Suite 106W
Miami, FL 33136-1096
305-585-7268

October 20, 2023

VIA e-mail: Martha@seiu1991.org

Executive Director

Service Employees International Union Local 1991

RE: Update to In-Network Pharmacy Benefits

Dear Ms. Baker,

This Agreement is entered into this th 20 day of OCTOBER, 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 desire to provide employees with varied benefit options and the recent changes the Florida Prescription Drug Reform Act;

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 January 1, 2024 in accordance with Florida Prescription Drug Reform Act, retail pharmacy benefits will be available at all JHS/PHT Health Insurance in-network retail pharmacies, including Walgreens.

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 10-20-23
Signature Date

Enbar Cohen 10/20/23
Signature Date

MARTHA BAKER, RN
Printed Name EX. DIR.

Enbar Cohen
Printed Name

February 11, 2022
VIA e-mail: Martha@seiu1991.org

Martha Baker, Executive Director
Service Employees International Union (SEIU) Local 1991

RE: SpeakUp Award

Dear Ms. Baker,

This Agreement is entered into this 11 day of February, 2022 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 desire and need in promoting a culture where employees are empowered to speak up about safety concerns that provide opportunities to improve employee and patient safety and satisfaction;

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. On a monthly basis, JHS will review prior month's near miss events submitted through the RLDatix reporting system, and identify an outstanding Speak Up event, if any, for each facility.
2. The employee(s) will be rewarded with one (1) gift card in the amount of \$25.
3. The identified employee to be rewarded may come from any classification within the facility.
4. JHS may reward more than one (1) employee per month in instances of multiple exceptional Speak Up events.
5. A "Speak Up" certificate will be awarded to the employee and will be placed in the employee's file.
6. The Parties agree that this is a one-time non-precedent setting agreement, that no promise, inducement or agreement not expressly contained herein has been made, that this MOU contains the entire agreement between the Parties hereto, and that the terms of the MOU are contractual and not a mere recital.
7. JHS agrees to provide the Union with a minimum of 24 hours' notice of its intention to start and/or stop this program.

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 RN

2/11/22

Signature

Date

Martha Baker, RN

Printed Name

Enbar Cohen

2/11/22

Signature

Date

Enbar Cohen

Printed Name

Speak up and CARE Spotlight Award



Employee/Labor Relations & Workforce Compliance
1500 NW 12th Ave, HR Suite 106
Miami, FL 33136-1096
305-585-6771

February 25, 2022

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

RE: Speak Up & CARE Spotlight Award

Dear Ms. Baker,

This Agreement is entered into this ²⁴~~28~~ day of ~~FEBRUARY~~, 2022 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 desire and need in promoting a culture where employees are empowered to speak up about safety concerns that provide opportunities to improve employee and patient safety and satisfaction; that there is a desire to publicly recognize employees who have exhibited the CARE values in an event where it has had system, unit, or departmental impact;

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:

Speak Up Award

1. On a quarterly basis, at minimum, JHS will review prior month's Speak Up events submitted through the RLDatix reporting system, and identify an outstanding submission, if any, for each facility.
2. The employee(s) will be rewarded with one (1) gift card in the amount of \$100.
3. The identified employee(s) to be rewarded may come from any classification within the facility.
4. JHS may reward more than one (1) employee in the facility in instances of multiple exceptional Speak Up events.
5. A "Speak Up" certificate will be awarded to the employee and will be placed in the employee's file.
6. Additionally, on an annual basis, a system-level Speak Up event will be identified and rewarded.
7. For the system-level Speak Up award, the employee will be rewarded with one (1) gift card in the amount of \$500.
8. JHS may reward more than one (1) employee for the annual, system-level Speak Up award in instances of multiple exceptional Speak Up events.
9. The Parties agree that this is a one-time non-precedent setting agreement, that no promise, inducement or agreement not expressly contained herein has been made, that this MOU contains the entire agreement between the Parties hereto, and that the terms of the MOU are contractual and not a mere recital.
10. JHS agrees to provide the Union with a minimum of 24 hours' notice of its intention to start and/or stop this program.

CARE Spotlight Award

1. On a quarterly basis, at minimum, JHS will review prior month's submissions in WePerform for employee's that have been nominated for a CARE spotlight award, and identify an outstanding submission, if any, for each facility.
2. The CARE Spotlight award is a public recognition of an employee who has demonstrated the CARE values in an occurrence, at an exceptional level, and which has had an impact on a system, unit or departmental level.
3. The employee(s) will be rewarded with one (1) gift card in the amount of \$25.
4. The identified employee(s) to be rewarded may come from any classification within the facility.
5. JHS may reward more than one (1) employee in the facility in instances of multiple exceptional CARE Spotlight events.
6. The Parties agree that this is a one-time non-precedent setting agreement, that no promise, inducement or agreement not expressly contained herein has been made, that this MOU contains the entire agreement between the Parties hereto, and that the terms of the MOU are contractual and not a mere recital.
7. JHS agrees to provide the Union with a minimum of 24 hours' notice of its intention to start and/or stop this program.

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

Marta Baker 2-28-22
Signature Date

Erin Cohen 3/1/22
Signature Date

MARTHA BAKER
Printed Name

Erin Cohen
Printed Name

<p style="text-align: center;">GRIEVANCE FORM SEIU LOCAL 1991 18441 NW 2nd Avenue, Suite 502 Miami Gardens, Florida 33169 Tel. (305) 620-6555 Fax. (305) 620-1429</p>	<p style="text-align: center;">OFFICE USE ONLY NUMBER 09/24/09 Jackson Aaron and all affected SW DATE FILED September 24, 2009</p>
<p><u>GENERAL INFORMATION:</u></p> <p>NAME OF GRIEVANT(S): Charles Jackson, Andrea Aaron and all affected Social Workers</p> <p>GRIEVANT'S DIV./DEPT., UNIT, SHIFT & CLASSIFICATION:</p> <p>WORK LOCATION: JMH</p> <p>GRIEVANCE STEP: 3</p> <p>PRESENTED TO: Linda Gonzalez AD/LR, Sandra Johnson V.P. Finance</p> <p><u>STATEMENT OF GRIEVANCE:</u></p> <p>Social workers are being denied their education days. Employer states E days are not in the contract, however past practice has been approval of 3-5 "E" days for social work and article V applies.</p> <p><u>BASIS OF GRIEVANCE:</u></p> <p><input checked="" type="checkbox"/> VIOLATION OF CONTRACT ARTICLE V, Section 1</p> <p><input checked="" type="checkbox"/> VIOLATION OF PAST PRACTICE</p> <p><input type="checkbox"/> VIOLATION OF APPLICABLE LAW OR REGULATION:</p> <p><input type="checkbox"/> VIOLATION OF RULE/POLICY:</p> <p><input checked="" type="checkbox"/> OTHER (SPECIFY): Any other article that may apply.</p> <p><u>REMEDY DESIRED:</u></p> <p>Grant 3 educational days to all social workers who request "E" days. Reimburse "E" days for all who had to attend training and or conferences and used their PL.</p> <p>PHONE: 305-620-6555</p> <p>FIELD REPRESENTATIVE: Judy Davis</p> <p>DATE: September 24, 2009</p>	

GRIEVANCE REPLY FORM	
GRIEVANCE STEP #3 UNION GRIEVANCE: # 09/24/09 ALL AFFECTED SOCIAL WORKERS EDUCATION LEAVE VS. PL LABOR RELATIONS GRIEVANCE: # 0809-66 PRO	
1. BARGAINING UNIT/UNION (CHECK ONE ONLY PLEASE): <input type="checkbox"/> AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME LOCAL 1363) <input type="checkbox"/> COMMITTEE OF INTERNS AND RESIDENTS <input type="checkbox"/> GOVERNMENT SUPERVISORS OF FLORIDA (GSAP) <input checked="" type="checkbox"/> X SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU LOCAL 1991) – PROFESSIONALS <input type="checkbox"/> SEIU LOCAL 1991 – ATTENDING PHYSICIANS <input type="checkbox"/> SEIU LOCAL 1991 – HEALTHCARE PROFESSIONALS	
2. EMPLOYEE'S/GRIEVANT'S NAME: SEIU/PRO "All affected Social Workers – Charles Jackson et al	3. EMPLOYEE'S/GRIEVANT'S CLASSIFICATION: SEIU/PRO "All affected Social Workers
4. DATE GRIEVANCE WAS INITIATED: 9/24/09	5. DATE GRIEVANCE FILED AT STEP III: 9/24/09

6. Grievance reply

A Step III Grievance Hearing was held on Tuesday, October 20, 2009 at Jackson Main Campus E/LR Conference Room. The Union Representative present was Judy Davis - Sr. SEIU Representative and Social Workers: Tania De La Torre, Andrea Aarons, Maria Lagar, Charles Jackson, Maria Bloom, and Seth Herman. The JHS/PHT Representative was Jane Aversa, Director of Clinical Resource Management. Also present was Kathryn Estevez, Sr. Labor Relations Specialist, Employee/Labor Relations and Workforce Compliance. The Grievance was heard by Linda Gonzalez, Associate Director, Employee/Labor Relations and Workforce Compliance.

Statement of Grievance:

"Social workers are being denied their education days. Employer states E days are not in the contract, however past practice has been approval of 3-5 "E" days for social work and Article V applies."

Violations (as listed in the grievance):

- *Article V – Notification, Consultations and Negotiations, Section 1. Prevailing Benefits Clause.*

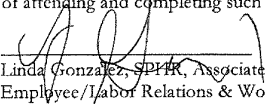
- *Any other article that may apply*
- *Past Practice*

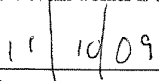
Remedy Desired (as listed in the grievance):

“Grant five (5) educational days (amended from three days to five days at the Step 3 grievance hearing) to all social workers who request “E” days. Reimburse “E.” days for all who had to attend training and or conferences and used their PL.”

Conclusion:

Based on the facts presented by both sides this grievance is upheld. Any social worker who was charged PL for legitimate educational leave is to have their PL restored. However, the social worker is to provide proof of attending and completing such training/workshop/seminar.


 Linda Gonzalez, SPHR, Associate Director
 Employee/Labor Relations & Workforce Compliance


 Date

Original reply sent to Judy@SEIU1991.org, President, SEIU Local 1991

c: Sandra Johnson, VP, Revenue Cycle; Jane Aversa, Director of Clinical Resource Management
 Integrated Leave Management; Danny Curry, Director, E/LR&WC; Kathryn K. Estevez, Sr. Labor Relations Specialist

This Agreement between Service Employees International Union, Local 1991 (SEIU, Local 1991), Professionals and the Public Health Trust is made in the State of Florida. Proper venue for this agreement shall be Miami-Dade County, Florida.

In witness whereof the parties have caused this Agreement to be executed on this 9 day of July 2023.

Local 1991, Service Employees International Union



Martha Baker, BSN, RN
Chief Negotiator



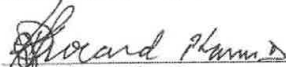
Barbara Vicki Gonzalez, BSN, RN
President



Grace Matley, BSN, RN
Vice President



Catherine De la Osa, Psy.D.
Jackson Memorial Hospital – Clinical Psychology



Kelvin Trocard, PharmD.
Jackson Memorial Hospital – Pharmacy



Jennifer Ross, PharmD.
Jackson North Medical Center - Pharmacy



Keila Oquerio Ramos, RD LD/N
Jackson Memorial Hospital – Main Kitchen



Carlos Carascho, MT
Jackson Memorial Hospital – Microbiology

Jackson Health System
Management Leadership

Executed by



7/7/2023

Carlos A. Migoya
Chief Executive Officer

Executed by



7/7/2023

Don S. Steigman
President

Executed by



7/7/2023

David Zambrana, PhD, DNP, MBA, RN
Executive Vice President/COO

Executed by



7/7/2023

Mark Knight
Executive Vice President/CFO

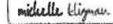
Executed by



7/6/2023

Julie Staub
Executive Vice President/CHRO

Executed by



7/6/2023

Michelle Kligman, Psy.D, MBA, MS
Senior Vice President of HR/CXO

Executed by



7/6/2023

Enbar Cohen, J.D.
Associate Vice President, Employee
& Labor Relations

Executed by

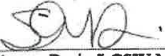


7/6/2023

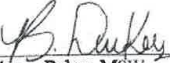
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