

MEMORANDUM OF UNDERSTANDING

**Between the Jackson Health System/
Public Health Trust of Miami-Dade County
and the Service Employees International Union, Local 1991
Educational Bonus**

This Agreement is entered into this 18th day of August, 2026 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") (collectively, the "Parties").

WHEREAS, the Parties wish to clarify the applicability of the Educational Bonus provisions referenced in the RN and Professionals Collective Bargaining Agreements;

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. Scope

This MOU provides clarification regarding the Educational Bonus provisions outlined in the Collective Bargaining Agreements (CBAs).

2. Purpose

The sole purpose of this MOU is to clarify the interpretation of the Educational Bonus language found in:

- o RN CBA, Article XV, Section 9 – Educational Bonus
- o Professionals CBA, Article XIV, Section 9 – Educational Bonus

Specifically, it addresses whether eligibility for the Educational Bonus requires the employee to earn the qualifying degree or certification during active employment with Jackson Health System (JHS), or whether employees are eligible if they obtained the qualifying degree or certification prior to their hire date, but only after completing their probationary period.

This MOU does not expand, modify, or supplement the Educational Bonus benefit beyond the clarification expressly stated herein. Nothing in this MOU shall be construed to create any new entitlement or serve as precedent for interpretation of any other CBA provisions.

3. Eligibility—All full-time employees who have obtained a qualifying degree or certification shall be eligible for a one-time Educational Bonus, subject to all of the following conditions:

- (a) Pre-hire degrees: An employee who obtained a qualifying degree or certification prior to their JHS hire date must submit an official transcript to the HR Compliance department for validation no later than six (6) months following completion of their probationary period. Upon validation, HR Compliance shall forward the claim to the Compensation department

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for processing of any applicable payment. Claims submitted after this period shall be deemed untimely and shall not be considered.

(b) Degrees earned during employment: An employee who earns a qualifying degree or certification after their JHS hire date must submit an official transcript to the HR compliance department no later than 6 months after the conferral of degree and/or certification. Claims submitted after this period shall be deemed untimely and shall not be considered.

(c) Active employment requirement: An employee must be in full-time employment status with JHS at the time of claim submission and be employed at the time of bonus payout. Bonuses shall be paid by JHS within thirty (30) days of submission of the claim. Separation from employment for any reason prior to bonus payout shall extinguish eligibility regardless of the timeliness of the claim.

(d) Job requirement exclusion: Under Article XV, Section 9 of the RN CBA, employees are not eligible for the Educational Bonus for any certification and/or recertification outside of their area of practice. Under the Professionals CBA, Article XIV, Section 9, employees are not eligible for the Educational Bonus for any Master's degree required for their current classification and within their area of practice.

(e) One-time payment: The Educational Bonus shall be paid once per eligible degree level. No employee shall receive the Educational Bonus more than once for the same degree, regardless of position changes or transfers; except that all full-time permanent employees as of June 3, 1997 who complete a Master's degree in a nursing program by September 30, 1999 shall continue to receive a \$1,040.00 bonus annually.

4. One-Time Retroactive Exception

Solely as a one-time, non-recurring exception, and without any admission by JHS that such payments are owed under the CBA, JHS agrees to consider and pay Educational Bonus claims from the specific employees identified in Subsections A and B below, provided all of the following conditions are satisfied:

(i) The employee is in full-time employment status as of the effective date of this MOU and remains employed through the date of payout; bonuses shall be paid by JHS within thirty (30) days of submission of the claim;

(ii) The employee submits qualifying evidence of the certification or degree to the JHS Human Resources Compliance Department within three (3) months of the effective date of this MOU;

(iii) JHS is able to independently verify the qualifying credentials through official institutional records, state licensure databases, or other sources acceptable to JHS in its reasonable discretion.

(iv) The qualifying certification or degree qualifies under the terms of the CBAs; and

(v) JHS has no record of a prior Educational Bonus payment to the employee for the same degree level.

JHS's determination of ineligibility based on any of the above conditions shall be final subject only to the grievance and arbitration procedures of the applicable CBA.

The following employees have been identified as employees who may be eligible to receive the Educational Bonus:

A. Nursing Bargaining Unit

1. ~~Deborah Becker~~ – Hospital Flow Coordinator – HIRED: 07/27/1987 PAID
2. Christine Alcaraz – Hospital Flow Coordinator – HIRED: 01/05/2004
3. Collins, Loreto E. – Wound Care – HIRED: 07/21/2003
4. Lavonia Ealey – Case Manager – HIRED: 12/17/2006
5. ~~Julia Fenton~~ – ANM – HIRED: 12/17/2006 PAID
6. Ani George – CSN – HIRED: 03/05/2007
7. Rizza Banaag – ANM – HIRED: 05/02/2011
8. Gwendolyn Castaneda – CRNA – HIRED: 05/20/2014
9. Coons-Correal, Monica – CSN – HIRED: 08/26/2013
10. Alicia Hing – CSN – HIRED: 07/06/2015
11. ~~Linda Miller~~ – CSN – HIRED: 04/20/2015 Non EE
12. Michelle M. Gonzales – Nurse Educator – HIRED: 03/14/2016
13. Nadia Johnson – Nurse Educator – HIRED: 06/27/2016
14. Miguel Amor – CRNA – HIRED: 11/14/2016
15. Larion Zitisbank – CRNA – HIRED: 09/12/2016
16. Daphney Francis – CSN – HIRED: 11/04/2016
17. Viviane Maxi – CSN – HIRED: 09/19/2016
18. Gaetane Metellus – CSN – HIRED: 01/09/2017
19. Janellis Campos – CSN – HIRED: 06/05/2017
20. Stephanie Morales – CSN – HIRED: 10/01/2018
21. ~~Lourdemie Towns~~ – CSN – HIRED: 07/22/2019 Non EE
22. Tamara Joseph – CSN – HIRED: 09/09/2019
23. Jamie Morales – CSN – HIRED: 04/20/2020
24. ~~Merlyn D. Larrondo~~ – ANM – HIRED: 02/08/2021 PAID MASTERS
25. Sherry Dyer – CSN – HIRED: 03/22/2021
26. Latasha Monique Gibson – CSN – HIRED: 08/30/2021
27. Adina Levin – Clinical Transplant Coordinator – HIRED: 06/14/2021

28. Saly John – Nurse Manager – HIRED: 06/28/2021
29. Carolina Hernandez – CSN – HIRED: 07/11/2022
30. Melanie Forero – CSN – HIRED: 09/19/2022
31. Tonicka Brown Mendize – Per Diem CSN – HIRED: 12/12/2022 [~~A~~ **PER DIEM – verify eligibility under revised Section 1 or remove before execution**]
32. ~~Viviana Serna – CSN – HIRED: 11/14/2022 PAID BACHELORS AND MASTERS~~
33. Winston Bushay – CSN – HIRED: 02/21/2023
34. Tara Celestin – CSN – HIRED: 01/23/2023
35. Sara Cohen – CSN – HIRED: 01/23/2023
36. Debbie Salomon – CSN – HIRED: 08/07/2023
37. ~~Robert Hudson – CSN – HIRED: 07/22/2024 Non EE~~
38. Eduardo Tornavaca – CSN – HIRED: 11/04/2024
39. Jasmeen Noel – CSN – HIRED: 02/03/2025

B. Professionals / Pros

1. Alex Montalvo – Physical Therapist – HIRED: 09/27/2021
2. Mohammad Asad – Quality Performance Analyst – HIRED: 06/18/2018
3. Shaur Sadhi – Medical Technologist – HIRED: 06/05/2017
4. Fernando Suarez – Senior Network Analyst – HIRED: 08/17/2015
5. ~~Ruquya Zaladin – Clinical Informatics – HIRED: 04/20/2015 PAID~~
6. Gabrielle Cazimir – Clinical Informatics – HIRED: 05/31/2022

5. Claims Process and Cutoff

Any employee in the bargaining unit who is not identified in Section 4 above and who believes they were eligible for, but did not receive, an Educational Bonus prior to the effective date of this MOU must submit evidence of the certification or degree, as described above in section 3, to the JHS Human Resources Compliance Department within 3 months of the effective date of this MOU. Claims submitted after this deadline shall be permanently barred, and no exception shall be made regardless of the reason for late filing.

Any future claims that do not comply with the timelines established in Section 3 of this MOU shall be permanently barred. JHS shall have no obligation to consider or pay any untimely claim, and no exception shall be granted.

6. Prospective Claims

Following full execution of this MOU, JHS full-time employees seeking the Educational Bonus must submit evidence of their degree or certification, as described above in Section 3 to the JHS Human Resources Compliance Department in accordance with the timelines established in Section 3 of this MOU. Failure to submit a timely written claim shall constitute a permanent waiver of the Educational Bonus for that degree or certification.

7. Former Employees

Former JHS employees who were voluntarily or involuntarily separated from employment for any reason — including retirement, resignation, layoff, termination for cause, or end of grant funding — prior to this Agreement being fully executed, or prior to both submission of a written claim and receipt of the Educational Bonus as indicated above, will not be eligible for the Educational Bonus and shall have no claim against JHS therefor. Employees identified in Section 4 who separate from employment for any reason between the effective date of this MOU and the date of payout thirty days later shall forfeit eligibility notwithstanding any prior claim submission.

8. Bonus Amount

The Educational Bonus shall be paid in accordance with the terms and amounts specified in the CBAs. The bonus shall be applied once per degree level.

9. Remaining CBA Provisions

All other provisions of RN CBA, Article XV, Employment Practices, Section 9 – Educational Bonus and Professionals CBA, Article XIV, Section 9 – Educational Bonus remain in full force and effect.

10. Non-Precedent / Entire Agreement

The Parties expressly agree that this MOU is entered into solely to resolve the specific interpretive dispute described in Section 2. This MOU is entered into a non-precedent-setting basis and shall not be cited, referenced, or relied upon by either Party in any future grievance, arbitration, unfair labor practice proceeding, or negotiation, **except in a proceeding to enforce the terms of the MOU itself.** The parties also agree that no promise, inducement, or agreement not expressly contained herein has been made, that this Agreement contains the entire understanding between the parties with respect to its subject matter, and that the terms of this Agreement are contractual and not mere recital.

IN WITNESS HEREOF

The undersigned Parties have caused this MOU to be executed by their duly authorized representatives as of the day and year written above.

WPB

Service Employees International Union, Local 1991 Jackson Health System / Public Health Trust

Signature: Martha Baker Date: 8-18-26

Printed Name: MARTHA BAKER, RN
PRESIDENT S EIU 1991

Signature: Jennifer Dray Date: 8/18/26

Printed Name: Jennifer Dray
AUP - HR
Interim AUP ELP.