

MEMORANDUM OF UNDERSTANDING
COVID - Hazard Pay

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 want to recognize the employees who risked their health and safety by providing direct and indirect patient care to JHS COVID-19 patients during the peak of the COVID pandemic period;

WHEREAS, the Parties desire to provide a one-time bonus to the below-mentioned employees who have placed the needs of their community above their own during these unprecedented circumstances;

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 the last pay period of December 2020, all currently employed bargaining unit members hired before August 9, 2020, will receive a one-time COVID- 19 Recognition Bonus as indicated below if they meet the following criteria from March 1, 2020 – September 30, 2020:

Tier 1: \$4600

Full-time & Part-time CSNs & ANM's working in or were deployed for a minimum of three (3) months to the following units:

- JMH, JS, JN Emergency Departments (including APRNs & PAs)
- MICU (including APRNs & PAs)
- JN ICU
- Central 6 (including APRNs & PAs)
- CSO (JMH & JN)
- South Wing 5, 6, 7, & 8
- JN 3, 4, & 6
- Rehab Nursing Home
- Rapid Response Team

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Tier 2: \$2500

Full-time & Part-time CSNs & ANMs working in or were deployed for a minimum of three (3) months to the following units:

- JS ICU & CCS
- JS 2 South, 2 Tower, 3 Tower, & 4 Tower
- Trauma Resus
- JN 7
- SICU A&B
- NSICU
- TICU
- CCU
- Plasmaphoresis
- Vascular Access
- West Wing 12

Provider Tier: \$2200

- Attending Physicians & Psychiatrists working in the ED, Hospitalist team or Behavioral Health
- CRNAs
- APRNs working in Tier 1, Tier 2 (excluding Emergency Department)
- PAs working in Tier 1, Tier 2 (excluding Emergency Department)

Tier 3: \$1000

- JMH, JN, & JS Labor & Delivery (including Midwives)
- Corrections Health Services (all bargaining unit employees excluding CSN per diem)
- Behavioral Health Crisis ED & BT 3
- Pediatric Emergency Department

Medical Technologists: \$750**Tier 4: \$500**

- JMH, JN, & JS PT/OT/SPL (Employees who worked 31 or more shifts \$1000)
- Holtz (excluding employees on Tier 3)
- Nurse Educators assigned to Tier 1 or Tier 2
- Nurse Managers assigned to Tier 1 or Tier 2
- Social Workers & Case Managers assigned to Tier 1 or Tier 2

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- Bargaining Unit employees working in the following units (unless in another Tier):
 - Central 7
 - Ambulatory Surgery
 - JMH, JN, JS Endoscopy
 - JMH, JN, JS GI Station
 - Employee Health Office
 - JMH, JN, JS Interventional Radiology
 - JMH, JN, JS Operating Room
 - JMH, JS Trauma OR
 - JMH, JN, JS Recovery Room
 - JMH, JN, JS Cath Lab
 - NW 3
 - JMH, JN, JS Peri-Operative Services
 - JMH, JN, JS Surgery
 - Trauma 3A & 3B
 - Trauma 4A & 4B
 - West Wing 6, 7, 9, 10, 11, 14, & 15
 - Enrollment Specialists (on-campus 4 employees)

Tier 5: \$250

Bargaining Unit employees in the following job classifications:

- Clinical Care Coordinator
 - Clinical Documentation Coordinator
 - Clinical Informatics Analyst 1 & 2
 - Clinical Informatics Coordinator 1,2,3 & 4
 - Clinical Resource Coordinator
 - Enterostomal Therapist
 - Guest Services Coordinator
2. Attached to this MOU is a list of all the employees who will receive the COVID-19 Recognition Bonus by classification and tier. Not every bargaining unit member in the above-mentioned classifications will receive the COVID-19 Recognition Bonus.
 3. Clinical staff nurses in a per diem status are excluded from this recognition bonus as they are currently receiving an additional shift rate bonus.
 4. Employees who were on FMLA, MLOA or on a reasonable accommodation for more than (3) three months are excluded from eligibility.

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5. JHS agrees to make a reasonable effort to track employee COVID-19 assignments in the event that future funds for additional payments become available so that the funds can be allocated based on assignment.
6. 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 12-9-20
Signature Date

[Signature] 12-9-2020
Signature Date

MARTHA BAKER, PR
Printed Name PRESIDENT SEIU 1991

Robert Campos Margiotti
Printed Name Dir. Employee/Labor Relations