

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is entered into this 17th day of December, 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 agree that because of the demands of the market during this unprecedented crisis, the Public Health Trust (“PHT”) has taken necessary steps to attract and retain highly competent and experienced per diem clinical staff nurses to combat the COVID-19,

NOW THEREFORE, Parties hereby agree that the following actions taken by JHS are acceptable.

- Crisis Period Shift Pay Program:** In an effort to recruit experienced per diem clinical staff nurses to care for COVID-19 patients, PHT will implement a Crisis Period Shift Pay Program to allow the Trust to compensate eligible per diem clinical staff nurses for working a certain number of shifts.
- Per diem clinical staff nurses who are recognized as bargaining unit members of the SEIU RN Collective Bargaining Agreement (per diem employees who average 20 or more hours weekly) will be eligible for this pay as delineated below:

PAY AS YOU STAY - ON CALL/POOL SHIFT BONUS PROGRAM					
CLINICAL STAFF NURSE					
CLASSIFICATION	CURRENT POOL RATE	SHIFT BONUS (hourly)	SHIFT COMMITMENT (bi-weekly)	TOTAL SHIFT BONUS PER PAY PERIOD (12 hour Shift)	TOTAL BI-WEEKLY PAY W/ SHIFT BONUS
CLINICAL STAFF NURSE	\$40.00	\$5.00	1 shift	\$60.00	\$540.00
	\$40.00	\$10.00	2 shifts	\$240.00	\$1,200.00
	\$40.00	\$20.00	3 shifts	\$720.00	\$2,160.00
	\$40.00	\$30.00	4 shifts	\$1,440.00	\$3,360.00
	\$40.00	\$40.00	5 shifts	\$2,400.00	\$4,800.00
	\$40.00	\$55.00	6+ shifts	\$3,960.00	\$6,840.00

- Per diem nurses who work at the Behavioral Health, Primary Care Center (PCC), the Ambulatory Care Center *(ACC), Urgent Care Center (UCC) and Rehab will not be eligible for this shift pay program.

MJB 12-17-20

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4. This shift pay is being paid at the end of each pay period and all shift differentials will apply. This program will take effect immediately and the PHT agrees to provide the Union with a minimum of 24 hours' notice of its intention to stop the Crisis Shift Pay Program for per diem clinical staff nurses.
5. This MOU will supersede the MOU entered into with SEIU regarding the Crisis Period Shift Pay Program on August 14 2020.

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

Maria Bala 12-17-20
Signature Date

MARIA BALA
Printed Name PRESIDENT SEIU 1991

Jackson Health System/Public Health Trust

[Signature] 12-17-2020
Signature Date

Roberto Campos Magallon
Printed Name
Dir. Employee/Health Relations