

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE FLORIDA NURSES ASSOCIATION AND
THE STATE OF FLORIDA**

WHEREAS, the bargaining representatives for the Florida Nurses Association (hereinafter the "FNA") and the State of Florida (hereinafter the "Florida") have engaged in meaningful and productive collective bargaining negotiations on the issue of compensation for bargaining unit members during a declared emergency; and

WHEREAS, the parties desire to resolve any inequity in the manner in which health care professionals are compensated during disasters; and

WHEREAS, the FNA and Florida desire to recognize the sacrifices of those employees who serve in the capacity of health care professionals during a declared emergency; it is agreed:

1. This memorandum applies to employees of the State of Florida Department of Health who are included in the health care professional unit represented by the FNA.

2. When such an employee is deployed to perform services during a declared emergency, but their regular work location is not closed, the following compensation arrangement will be implemented.

3. The employees defined at paragraph two (2) shall be considered as "included" employees for the purposes of overtime compensation for the duration of the declared emergency/disaster.

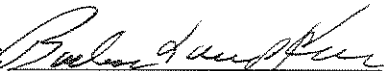
4. The "included" status shall apply only during the work week(s) in which the employee is deployed to the emergency/disaster area.

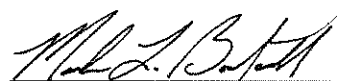
5. This compensation is appropriate as deployed employees are required to provide a wide variety of services to those in need of healthcare and assistance during the disaster/emergency, involving an increase in "included" type duties.

6. Employees who work at their home agency work location or whose home agency work location is closed as a result of a declared disaster/emergency will not be considered "included" but rather will continue to be compensated in accordance with the current collective bargaining agreement between the FNA and the State of Florida.

7. The ability to provide this compensation is in furtherance of the existing policies on connecting employees to included status on a temporary basis in the circumstances.

8. An alleged violation of this agreement can be grieved in accordance with the grievance and arbitration processes included in the collective bargaining agreement between the FNA and State of Florida.

Approved: 
Barbara Lumpkin
Chief Negotiator
Florida Nurses Association

Approved: 
Michael Mattimore
Chief Negotiator
State of Florida

Date: December 15th 2006

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