

Enriched Referral Incentive Program

MEMORANDUM OF UNDERSTANDING

This Agreement is entered into this 24 day of January, 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"). The PHT and SEIU shall be collectively referred to as "the Parties." The Parties agree as follows:

WHEREAS, the Parties agree that there is a need for the PHT to implement an enriched referral incentive for difficult to fill positions to provide the hospital system another source of qualified staff to effectively meet the current and ongoing talent acquisition needs of the organization.

NOW THEREFORE, the Parties agree as follows:

1. For the period of January 26, 2022 through July 26, 2022, the PHT will offer an Enriched Referral Bonus program.
2. The referral bonus is \$1,500 and will be paid in two parts: \$500 at 30 days and \$1,000 at 12 months.
3. Any current employee of the Jackson Health System who refers an employee during the period of the enriched program, and who is hired into certain hard-to-hire full-time positions, regardless of the position's union classification, will be eligible to receive a monetary referral bonus.
4. Supervisors and Nurse Managers' referrals will only qualify if the referred employee is for a unit other than their own.
5. In order for the referring employee to receive the referral bonus, the new employee must have a minimum of one (1) year of experience in the specialty area of the position and successfully complete an orientation as well as a probationary period.
6. Both the referring employee and new employee must be employed at the time of payout.
7. The new employee must actively be in their referred-for classification at the time payments are made.
8. If two or more employees refer the same candidate, the first referral form received through the internal referral system will be eligible for the program, unless both parties agree to share the bonus.
9. The referred employee cannot currently be in the recruitment database.
10. If an employee refers multiple new candidates who are hired into full-time hard to hire positions the referring employee will be eligible for the referral bonus for each new employee referred who meets the criteria outlined in this agreement.

Qualifying Referral Positions

NURSING SUPPORT & TECHS	
1182	Medical Technologist 1
1183	Medical Technologist 2
1281	Clinical Social Worker
1283	Licensed Clinical Social Worker, MSW
2462	Social Worker, Transplant
PATIENT SPECIALTY STAFF NURSES (ICU, M/S, L&D, OR, ED) ONI	
1137	Clinical Staff Nurse
3287	Clinical Staff Nurse, CVTX
1178	Clinical Staff Nurse Float Pool
3385	Clinical Staff Nurse, Neuro
NURSE EDUCATOR, ANM, NM (INPATIENT & MT: ONLY)	
1139	Nurse Educator
1293	Nurse Educator, Inpatient
2710	Nurse Educator, Transplant
1162	Nurse Manager
2323	Nurse Manager, Transplant
1161	Associate Nurse Manager
1483	Physician Assistant
1167	APRN
3518	APRN Inpatient
3517	APRN Outpatient
2829	Case Manager RN
1133	Clinical Care Coordinator
2229	Clinical Transplant Coordinator
ATTENDING PHYSICIANS	
1516	Attending Physicians

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
Trust

Marta Baker 1-24-22
Signature Date

MARTA BAKER
Printed Name

Jackson Health System/Public Health

Ernie Cohen 1/24/22
Signature Date

Ernie Cohen
Printed Name