

## Referral Incentive Program

### MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into on this 23 day of June, 2023, by and between the Public Health Trust/Miami-Dade County (hereafter "PHT"), and the Service Employees International Union, Local 1991 (hereafter "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 referral incentives for Certified Registered Nurse Anesthetists.

NOW THEREFORE, the Parties agree as follows:

1. Any current employee of the Jackson Health System (exception: Executives, Directors, Managers, Supervisors, Public Relations and Human Resources staff) who refers an employee who is hired is eligible to receive a monetary referral bonus.
2. Effective upon this Agreement being fully executed, employees are eligible to receive a referral bonus for candidates referred and hired into the Certified Registered Nurse Anesthetist role.
3. The referral bonus will be paid in two equal parts. The first \$500 payment will be made at 30 days and the second payment of \$1,000 at 12-months.
4. 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 area of the position and successfully complete an orientation as well as a probationary period.
5. Both the referring employee and new employee must be employed at the time of payout.
6. If two or more employees refer the same candidate, the first referral form received and date stamped by Talent Acquisition will be eligible for the program, unless both parties agree to share the bonus.
7. The referred employee cannot currently be in the recruitment database.
8. 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.

*MSD*  
6-23-23

9. The PHT may stop the implementation of this Referral Program at any time with thirty (30) days written notice to the union.

For: Walter Blum  
Service Employees International Union,  
Local 1991

For: Enbar Cohen  
Public Health Trust/Miami-Dade County

By: MARTHA BAKER

By: Enbar Cohen

Date: 6-23-23

Date: 6/23/23