

Referral Incentive Program
MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into on this 25 day of October, 2025, 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 Physicians.

NOW THEREFORE, the Parties agree as follows:

1. Eligibility: Any current employee of Jackson Health System — with the exception of Executives, Non-Physician Directors, Managers, Supervisors, Public Relations staff, and Human Resources staff — is eligible to receive a monetary referral bonus for referring a candidate who is successfully hired and completes probationary period.

2. Eligible Referrals: The referral bonus applies exclusively to candidates hired as full-time status into one of the following positions:

- Attending Physician - Rosie Lee Wesley
- Attending Physician, Emergency Medicine- Jackson West and Jackson Memorial Hospital
- Associate Medical Director, JMG

3. Bonus Amount and Payment: A referral bonus of \$5,000 will be awarded to the eligible referring employee. The full amount will be paid after the referred candidate completes six (6) months of continuous employment with Jackson Health System.

4. Employment Requirement: Both the referring employee and the referred employee must be actively employed by Jackson Health System at the time the bonus payment is issued.

5. Multiple Referrals: If more than one employee refers the same candidate, the bonus will be awarded to the employee whose referral form was first received and date-stamped by the Talent Acquisition department, unless all referring parties agree in writing to share the bonus.

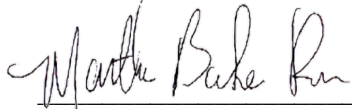
6. Referral Process: To ensure proper credit is given for employee referrals, all referred candidates must include the referring employee’s full name in the designated referral section of their application. *Applications submitted without this information will not be eligible for referral credit. Applicants identified or provided to the PHT by an external agency prior to an employee referral will not be eligible.*

7. Candidate Eligibility: Referred candidates must not already be in the Jackson Health System recruitment database or actively engaged in the recruitment process at the time of referral.

8. Multiple Bonuses: Employees who refer multiple candidates who are subsequently hired into eligible *full-time*, positions listed above will receive a referral bonus **for each qualifying hire** in accordance with this Agreement.

9. Verification and Approval: Prior to issuing the referral bonus, the Talent Acquisition, Compensation, and Payroll departments will verify that all eligibility criteria and program requirements have been met.

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


10/25/25
Service Employees International Union,
Local 1991


10/25/25
Public Health Trust/Miami-Dade County