

Staffing Referral and Recruitment Incentive

\$10K for New Recruits

- Only applies to “difficult to fill” positions, defined as a vacancy posted for 30 days or more
- Does not include positions in nursing homes, clinics, or CHS
- New hires must have a minimum of two years of experience in the specialty area and meet all other necessary qualifications
- New recruits receive incentive pay of up to \$10,000, paid in installments of \$2500 after satisfactory employment of six, twelve, 24 and 36 months

Your Union At Work

Local 1991 has been working with Jackson management to improve its efforts to attract and retain nurses in difficult to fill positions at JHS.

Management has agreed to offer bonuses to both new hires (in qualifying positions) and the employees who refer them.

President Martha Baker, RN, pushed for the inclusion of incentives for employee referrals because there are no better recruiters than our members!



**Referrals start
immediately**

**TELL YOUR
FRIENDS!**

\$2K for Referring Employees

- Current employees (with some exceptions, such as managers and supervisors) who successfully refer a new nurse in a specialty area will receive \$2000
- The new recruit must put your name on the job application as a referral
- The first \$1000 will be paid once the new recruit completes orientation. The second \$1000 will be paid once the recruit completes the probationary period
- There's no limit on how many new recruits you can refer and get credit for, but it's got to be people who are not already in the recruitment database
- If more than one employee refers the same person, the first one on record gets the incentive, unless they agree to split it