

**Memorandum of Agreement between the Harborage  
and  
Health Professionals and Allied Employees. AFT/AFL-CIO**

AND NOW, on the date last written below, Health Professionals and Allied Employees. AFT/AFL-CIO, on behalf of its Local 5097 (collectively, "Union"), and the Harborage ("Employer"), after having engaged in good faith negotiations, have agreed to modify certain terms of their collective bargaining agreement ("CBA"), having a term of June 1, 2018 through May 31, 2024, only as set forth below with all other terms of the CBA remaining in full force and effect.

In addition to the referral bonuses that are currently in place in Article 16.8 Referral Bonus, as per the notification to the union February 10, 2022, the Referral Bonus program of HMH has been expanded to include a list of "hot jobs" as follows:

- Team members are eligible for \$2,500 for the referral of candidates in environmental services, food services and patient transport positions, after their first 90 days with HMH.
- Team members are eligible for \$3,000 for the referral of candidates in patient care technician, certified medical assistant, respiratory therapist, surgical technician, certified nursing assistant, home health aide and home care delivery technician positions after their first 90 days with HMH.
- Team Members are eligible for \$5,000 for the referral of registered nurses (minimum of two years' experience required, except for long-term care and home care), licensed practical nurses in our long-term care or home care locations and social workers, after their first 90 days with HMH.

All terms and conditions of the side letter, including but not limited to the eligibility requirements and the Employer's ability to discontinue to the program at any time, remain in full effect and are applicable to the new "hot jobs" referral bonuses.

*Disclaimer Hackensack Meridian Health, in its sole discretion, reserves the right to terminate, amend, or modify this program at any time; provided that it provides the Union notice of any such change. Team members who referred a candidate before any such change is made, are still eligible to receive the referral bonus.*

For The Employer:

**The Harborage**

For The Union:

**HEALTH PROFESSIONALS AND  
ALLIED EMPLOYEES. AFT/AFL-CIO,  
ON BEHALF OF ITS LOCAL 5030**

By: Katie Luciani

Name: KATIE LUCIANI

Title: MANAGER, TMR

Date: 2/16/2022

By: Richie Halfacre

Name: RICHIE HALFACRE

Title: STAFF REP.

Date: 2/16/2022