

Memorandum of Understanding

Following negotiations between American Behavioral Health Systems (ABHS), referred to as the Employer, and the Washington Federation of State Employees (WFSE), referred to as the Union, the parties reached the following agreement regarding implementation of an Employee Referral Incentive Program.

In an effort to increase employee morale and reward staff for bringing quality employees to our company, the parties have established the **Employee Referral Incentive Program** as follows:

Effective August 1, 2018 the Employer will provide referral bonuses to those employees who refer a new hire to an open position under the following conditions:

- Employee refers someone to an open position this must be documented on the application by the new hire.
- New hire is on-boarded and retained for 6 months.
- Referent (employee who referred the new hire) will receive a bonus equivalent to 1% of the annual base wage for that position on the 6-month anniversary of the new hire.
- Direct Family members of current employees do not qualify for this incentive program.
- New Hires must work the entire first six (6) months, except for use of accrued leave in accordance with the CBA.

Example of the bonus calculation:

A new Care Team member is hired on 8/25/18 at \$11.50 per hour, which equals an annual wage of \$23,920. On 2/25/19 if the conditions above have been met, the referent will receive a bonus of \$239.20 on the next applicable pay check.

For the Employer:

For the Union:



Tony Prentice, ABHS Chief Operating Officer



Amy Spiegel, WFSE Director of Negotiations