**Section 690.120 Conditions of Employment, Assignment and Referral**

a) No licensee shall require, as a condition of employment, assignment or referral, that any nurse and certified nurse aide recruit nurses or certified nurse aides for the licensee from among the permanent employees of the health care facility to which the licensee's nurses or certified nurse aides have been assigned or referred.

b) Health care facilities are *prohibited from requiring, as a condition of employment, that their employees recruit new employees from these nurse agency employees.*