

AGREEMENT

Between

**ST. JOHN MACOMB-OAKLAND HOSPITAL
OAKLAND CENTER**

-and-

**OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION
LOCAL NO. 459, OPEIU, AFL-CIO
03/2/2014 – 03/01/2017**

ORIGINAL

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AGREEMENT

This Agreement is entered into by and between **ST. JOHN MACOMB-OAKLAND HOSPITAL, OAKLAND CENTER (SJM-OH, OAKLAND CENTER)**, located at 27351 Dequindre, Madison Heights, Michigan, 48071 (hereinafter referred to as "Hospital"); and **OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 459, OPEIU, AFL-CIO-CLC** (hereinafter referred to as "Union").

ARTICLE 1 PURPOSE AND INTENT

Section 1. The general purpose of this Agreement is to set forth terms and conditions of employment and to promote orderly and peaceful relations between the Hospital and the union in its capacity as representative of the associates' within the bargaining unit, so as to serve the best interest of the parties and the community. The parties agree that the total welfare of the patients of the Hospital is of paramount importance. Both parties pledge to devote their wholehearted and best efforts to serving the patients of the Hospital. The conduct of each worker shall be such that at no time shall that worker's actions, speech or the manner in which that worker's duties are performed reflect unfavorably to the best interest of the Hospital.

The parties recognize that the interest of the community and the job security of the associates depend upon the Hospital's success in establishing proper service to the community. To these ends, the Hospital and the Union encourage to the fullest degree friendly and cooperative relations between the respective representatives at all levels.

ARTICLE 2 RECOGNITION

Section 1. The Hospital recognizes the Union as the sole collective bargaining agent for all full, regular part-time and PRN associates employed at 27351 Dequindre, Madison Heights, MI 48071, in the classifications identified in "Attachment A" to this Agreement. The bargaining unit was originally certified by the NLRB in Case No. 7-RC-13572.

Section 2. For the purpose of this Agreement, part-time and PRN associates shall be union members if they are regularly scheduled to work thirty-two (32) hours per pay period, or more, but less than seventy-two (72) hours. A full-time associate is regularly scheduled to work 72-80 hours per pay period.

- a. All hours worked by PRNs shall be considered as scheduled hours for purposes of this Section. It is understood that the Hospital can hire persons for vacation relief and leave of absence periods without violating this Article. Employment year is defined as the twelve-month period following the start date in the current job classification. PRN associates working in excess of 832 hours in their employment year will be placed in benefit eligible positions.
- b. All hours worked by part-time associates shall be considered as scheduled hours for purposes of this Section.
- c. The number of hours worked by each PRN shall be supplied to the union monthly.

Section 3. Associates covered by this Agreement may use the Office and Professional Employees International Union/Local 459, AFL-CIO Union Label on all external Hospital letterhead correspondence, memos and bulletins they have typed. Each label shall include the associate's initials. Example: ab/opeiu 459 afl-cio. The Union will not send any correspondence or communications regarding Union business on Hospital stationary.

ARTICLE 3 UNION SECURITY

Effective March 1, 2014 the provisions of Article 3, Union Security of the predecessor to this agreement became illegal by virtue of Michigan Public Act 348. As a result, for this Agreement, Article 3 is void of any provisions. However, in the event Michigan Public Act 348 of 2012 (commonly known as the "Michigan Right to Work" law) is repealed in its entirety in form and concept, or is stricken in its entirety by the Michigan Supreme Court, and in either case Michigan is no longer a "right to work" state, then Article 3 shall revert to the following:

Section 1. Associates covered by this Agreement at the time it becomes effective and who are members of the Union at that time shall be required as a condition of continued employment to continue membership in the Union for the duration of this Agreement. Associates covered by this Agreement who are not members of the Union at the time this Agreement becomes effective shall be required as a condition of continued employment to become members of the Union the month following the completion of their probationary period.

Associates hired, rehired, reinstated or transferred into the bargaining unit after the effective date of this Agreement and covered by this Agreement shall be required as a condition of continued employment to become members of the Union the month following entering the bargaining unit or the month following completion of their probationary period, whichever is later.

Any associate who shall tender the initiation fee, if any, and all periodic dues uniformly required as a condition of acquiring or retaining membership in the Union shall be deemed to have met the requirement of membership in the Union.

Section 2. Any associate whose membership is terminated by the Union by reason only of their failure to tender the periodic dues or initiation fees, if any uniformly required as a condition of acquiring or retaining membership shall not be retained in the bargaining unit covered by this Agreement. No associate shall be terminated under this clause unless:

- a. The Union has notified the associate by letter addressed to the address last known by the Union, spelling out that the associate is delinquent in not tendering periodic dues and/or initiation fees, if any, required, and specifying the current amount of such delinquency, warning the associate that unless such dues and fees, not none other, are tendered within ten (10) days, the associate will be reported to the Hospital for termination from employment as provided for herein; and
- b. The Union has furnished the Hospital with written proof that the foregoing procedures has been followed or has supplied the Hospital with a copy of the notice to the associate and notice that the associate has not complied with such request.

ARTICLE 4 CHECK-OFF

Section 1. The Hospital will deduct from the pay of each associate covered by this Agreement all current and uniform Union membership dues and initiation fees, if any, provided that at the time of such deduction there is, in the possession of the Hospital, a current written assignment, executed by the associate, in the form and according to the terms of a valid authorization form (Voluntary Authorization For Deduction Of Union Dues Form). The Hospital shall provide such a form to each associate entering the bargaining unit.

- a. The Hospital will deduct from the pay of associates in any month only the Union membership dues becoming due and payable in the next succeeding month but only for amounts accrued while that associate was employed by the Hospital.
- b. All sums deducted by the Hospital shall be remitted to the Union at an address certified in writing by the Secretary Treasurer of Local 459, if possible not later than the last day of the calendar month for which such deductions are made.

Section 2. In the event a refund is due any individual for any sums deducted from wages and paid to the Union, it shall be the responsibility of such individual to obtain the appropriate refund from the Union.

Section 3. The Union shall indemnify and save the Hospital harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the Hospital for the purpose of complying with any of the provisions of this Article.

Section 4. The Hospital shall not be liable for the remittance or payment of any sums other than those constituting actual deduction made; and if for any reasons the Hospital fails to make a deduction for any associate as above provided, it shall make that deduction from the associate's next pay in which such deduction is normally deducted after the error has been called to its attention by the associate or the Union.

Section 5. Each associate utilizing the deduction service from pay for remittance of sums to the Union shall provide the Hospital, in written form, an agreement by such associate to hold the Hospital harmless against any and all claims, demands, law suits, or other forms of liability which may arise out of, or by reason of action taken or not taken by the Hospital for the purpose of providing the deduction service; provided further, in such agreement such associate shall agree that in the event a refund is due for any reason such associate shall seek such refund from the Union.

ARTICLE 5 MANAGEMENT RIGHTS

Section 1.

- a. Except as expressly limited by the expressed and specific terms of this Agreement, the Hospital retains the sole right to manage its business including, but not limited to, the right to plan, direct and control its operations; to determine and redetermine the location of its facilities; to determine and redetermine all machines and equipment to be used; to determine and redetermine the services to be provided; to determine and redetermine the method, location and manner of providing such services; to determine and redetermine the schedules of work; to determine and redetermine the utilization of volunteers; to determine and redetermine standards and quality of care and methods of patient care; to establish and re-establish reasonable production standards; to determine and redetermine whether and to what extent any work shall be performed by associates and the extent and manner the various departments shall be operated or shut down; to determine and redetermine the qualifications of associates including, but not limited to, health matters and standards of service quality; to determine and redetermine starting and quitting time and the number of hours to be worked; to determine and redetermine the number and composition and qualifications of the work force; to maintain order and efficiency in its departments and operations; to promulgate and re-promulgate work rules; to hire, layoff, assign, in accordance with needs as determined and redetermined by the Hospital, to transfer and promote associates; and the Hospital shall have all other rights and prerogatives normally exercised by management subject to the specific and express terms and conditions of the Agreement.
- b. The Union recognizes and agrees that the Hospital possesses the right to discontinue existing bargaining unit work or bargaining unit operations, in whole or in part. The Union additionally recognizes and agrees that the Hospital possesses the right to transfer/subcontract bargaining work or bargaining unit operations, in whole or in part, from any St. John Providence Health System facility to SJM-OH, Oakland

Center and/or from SJM-OH, Oakland Center to any other St. John Providence Health System facility. Any work which would normally and customarily be primarily performed by bargaining unit associates within an active job classification which is transferred to SJM-OH, Oakland Center shall be performed by those bargaining unit associates. The words transfer and subcontract are inter-changeable when used relative to movement of bargaining unit work from SJM-OH, Oakland Center to any other St. John Providence Health System facility.

- c. The Hospital agrees to discuss with the Union the discontinuance, and/or reorganization of any department, the transfer/subcontract of bargaining unit work or operations, in whole or in part, to another St. John Providence Health System facility, and/or the elimination of any job classification within the bargaining unit upon request by the Union; provided these discussions do not impede or interfere with the timely implementation of such action; provided further that the Hospital will advise the Union of layoffs before such layoffs occur.

Section 2. No section of this Agreement shall be construed to preclude the introduction, termination or substitution of any technological change to existing services, techniques or machinery including, but not limited to, the right of the Hospital to join with, engage in, commence, terminate, or substitute for joint marketing or service ventures.

The Hospital agrees to discuss with the Union the discontinuance and/or reorganization of any department, and/or the elimination of any job classification within the bargaining unit upon request by the Union; provided these discussions do not impede or interfere with the timely implementation of such action; provided further that the Hospital will advise the Union of layoffs before such layoffs occur.

Section 3. The Hospital is vested with the right to subcontract, except that it will not subcontract bargaining unit work currently performed at SJM-OH, Oakland Center to a non-St. John Providence Health System facility if such contract directly results in the layoff of a bargaining unit associate.

ARTICLE 6 REPRESENTATION

Section 1. For purposes of collective bargaining for this Agreement and for renewal agreements, the Union may be represented by not more than three (3) seniority associates (one from each group) not including non-associate representatives, plus one chief steward.

Section 2. For purposes of representation of associates and the processing of grievances through the grievance procedure provided for in this Agreement, the associates shall be divided into three (3) separate groupings by departments. Each group shall be represented by not more than one (1) steward per group on the first shift and, in addition, not more than two (2) stewards and one (1) alternate for the second shift and not more than two (2) stewards and one (1) alternate on the third shift, plus one (1) Chief Steward. The Union may appoint one

of the Group Stewards identified in this Section as “Acting Chief Steward” who shall only act in the absence of the designated Chief Steward. The Hospital will only recognize a person as Acting Chief Steward who has been designated in writing in the Department of Human Resources.

<p><u>Group 1</u> Nursing Emergency Health Information Management Reception-Mail Room Miscellaneous – (Not Otherwise Assigned)</p>	<p><u>Group 2</u> Laboratory Radiology Pharmacy</p>
<p><u>Group 3</u> Warehouse Transportation Central Supply</p>	

Section 3. The names of the stewards, alternate stewards and collective bargaining representatives shall be certified to the Hospital by the Union, in writing, and the Hospital shall not be obligated to meet with persons other than those certified by the Union to the Hospital.

Section 4. In grievance procedure meetings under the procedure provided for in this Agreement, a Grievant may be represented by that associate’s group steward or the Chief Steward as determined by the Union.

Section 5.

- a. The Hospital will, putting patient care first, grant necessary and reasonable time off not to exceed four and one-half (4½) hours per month per steward, and not more than two (2) hours per month per alternate during scheduled working hours to be present for direct participation in grievance adjustment. Stewards and/or alternates may receive an extension of hours upon recommendation of the President of Local 459 and approval by the Manager of Human Resources (MHR) or designee. The steward shall project amount of time needed, and allow at least one-half (½) hour advance notice to the supervisor for coverage arrangements. The supervisor may deny the steward’s request: 1) if the steward has exceeded the steward’s four and one-half (4½) hours per month; 2) when the steward is a key associate for emergency situations such as Code Blue, etc.; 3) when the steward does not provide evidence of grievance adjustment or the need to be present. The steward must receive permission to leave such steward’s workstation and notify the supervisor upon return from grievance adjustment meetings. Associate questions, problems or other miscellaneous matters not directly involved with grievance adjustment must be arranged between the steward and associate for discussion during break periods or before or after regular working hours.

- b. The Chief Steward may have time off not to exceed ten (10) hours per month for union activities. The Chief Steward must notify such steward's Manager as early as possible, but at least one-half (½) hour in advance of conducting Union business. The Chief Steward may handle any grievance in any of the four (4) designated areas provided the steward or alternate for that area are unavailable. In cases of discharge or suspension, the Chief Steward may handle the grievance at Step 1 of the grievance procedure. The Chief Steward may represent any Grievant. The Chief Steward may receive an extension of hours for Union use if approved by the Service Representative of the Union and the Hospital's MHR.

Section 6. Representatives of Local 459 (who are not associates of the Hospital) may enter the Hospital when their presence is necessary and appropriate in order to process grievances, provided they have given prior notification to the Hospital MHR or his/her designee. No representatives of the Union (who are associates of the Hospital), including stewards performing union duties who are not scheduled to work, shall enter the Hospital without approval of the Hospital's MHR or his/her designee.

Section 7. The Union shall be permitted to schedule vacant Hospital conference rooms for purposes of conferring with bargaining unit members. All persons involved will not be utilizing such room during their own work time and the Hospital shall not pay persons for the time spent in such conferences. Scheduling must be done each week for the following week, unless waived by the Hospital.

Section 8. The Hospital will provide the Union with a mailbox. All documents regarding discipline, including Hospital grievance procedure answers, shall be considered served on the Union upon deposit by the Hospital into the mailbox. The Hospital agrees to provide copies of all written discipline of bargaining unit members to the Union through the designated mailbox.

ARTICLE 7 GRIEVANCES

Section 1. A grievance under this Agreement is a written dispute, claim or complaint

- a. Signed by the associate;
- b. Arising under and during the term of this Agreement;
- c. Setting forth the following information:
 - I. Date of occurrence of each alleged violation and;
 - II. Manner of alleged violation (including the name, if applicable, of the management representative who allegedly violated the Agreement);
 - III. Listing the section(s) of this collective bargaining agreement that the associate(s) signing the grievance allege the Hospital violated.

IV. Filed by either the Union, an associate in the bargaining unit or the Hospital.

The parties recognizing that an orderly grievance procedure is necessary, agree that each step must be adhered to as set forth herein or the grievance is forfeited.

All grievances must be filed within ten (10) calendar days after occurrence of the circumstances giving rise to the grievance; otherwise, the right to file a grievance is forfeited and no grievance shall be deemed to exist.

Section 2. Grievances shall be processed one step to the next within the time limit prescribed in each of the steps. Workdays, for purposes of this Article, shall be Monday through Friday, excluding holidays observed in this Agreement. Any grievance upon which a disposition is not made by the Hospital within the time limits prescribed, may be referred to in the next step in the grievance procedure by the Union. Any grievance not carried to the next step by the Union within the prescribed time limits may be referred to, in the next step of the grievance procedure by the Hospital.

Section 3. The following shall be the grievance procedure if a complaint is not satisfactorily settled orally between an associate and their supervisor; any satisfactory resolution shall be confirmed in writing signed by the associate's immediate supervisor; if such discussion does not resolve the problem, then an associate must file a formal written grievance.

Section 4. Time frames under this Article may be extended by written agreement of both parties.

STEP 1: Within seven (7) working days after receipt of the written grievance the supervisor/manager shall meet with the associate to discuss the grievance. A written response from the supervisor/manager shall be delivered to the union within 7 working days after the meeting. For purposes of this section, "delivery" occurs upon deposit in the union mailbox provided by the Hospital.

Associates without a supervisor/clinical manager between them and the Department Manager may start at Step 2.

STEP 2: Within 7 working days after receipt of the Step 1 written grievance, the Department Director or designee shall meet with the Union's Representative and the associate. Following this meeting a written answer shall be delivered within seven (7) working days.

STEP 3: Within 7 working days after receipt of the Step 2 written grievance, the matter may be appealed to the MHR or designee, who shall meet with the Union's Service Representative and the associate within ten (10) working days, and, if requested by either party, with the Department Director. A written answer shall be

delivered within ten (10) working days. If the answer is not satisfactory, the Union may request arbitration as set forth in Article 8 of this Agreement.

Section 5. Grievances resolved at any step of the grievance procedure shall be final and binding on the Hospital, and the Union.

Section 6. All claims for back wages shall be limited to the amount of wages that the associate would otherwise have earned at the time the grievance was filed, less any unemployment compensation not specifically required to be returned by the State.

Section 7. Multiple grievances will be subject to a single arbitration proceeding, whenever agreed to by both the Union and the Hospital.

ARTICLE 8 ARBITRATION

Section 1. Either party may request arbitration of any unsettled grievance to the American Arbitration Association (AAA). The party desiring arbitration must notify the other party by filing a Notice of Intent to Arbitrate within thirty (30) calendar days of when the written disposition was given under Step Three and file a request for arbitration within thirty (30) calendar days thereafter. If either party fails to serve written notice, the grievance is settled on the bases of the written disposition made in Step Three of the grievance procedure.

Upon receipt of notice to arbitrate, the parties shall attempt to agree on an arbitrator. If, after the above, the parties are unable to agree upon an arbitrator, the parties shall select the arbitrator by pulling all of the names from the following list in a hat and drawing two (2) names. The first name drawn shall be used, unless that arbitrator is unable to offer an agreeable date within the next three (3) months in which case the second name drawn shall be used. If neither has an agreeable date in the next three (3) months then the one with the first agreeable date shall be used.

Mario Chiesa	Mark Glazer	Dave Grissom
Patrick McDonald	Ann Patton	

The names of additional arbitrators may be added upon mutual agreement of the parties and any name may be stricken from the list by unilateral written act of either party.

Section 2. The parties, in making this Agreement, have resolved for its term all bargaining issues which were or which could have been made the subject of discussion. The arbitrator shall resolve disputes between the parties only over the interpretation or application of matters specifically covered in this Agreement and which are not excluded from arbitration. Any issues of whether or not a particular grievance is arbitratable due to timeliness shall be decided by the arbitrator consistent with any specific deadlines recited in this Agreement.

Section 3.

- a. The arbitrator shall have no power to add to, subtract from or modify any of the terms of this Agreement or any supplementary agreement; nor to rule on any matter, except while this Agreement is in full force and effect between the parties.
- b. The arbitrator shall have no power to establish wage scales, rates on new or changed jobs or to change any wage rate, unless it is provided for in this Agreement.
- c. The arbitrator shall have no power to provide agreement for the parties in those cases where in this Agreement they have agreed, in writing, that further negotiations should occur to cover the matters in dispute.
- d. In the event a case is appealed to an arbitrator and the arbitrator finds that such arbitrator has no power to rule on such case, the matter shall be referred back to the parties without decision or recommendation on the merits of the case.

Section 4. The award of the arbitrator shall be based exclusively on evidence presented at the arbitration hearing and the award under no circumstances shall be based, in whole or in part, or contain a reference to statutes, decisions, regulations or other extra contract matters not specifically incorporated in this Agreement.

Section 5. The expenses of the arbitrator shall be shared equally by the parties. Each party shall make arrangements for and pay the expense of their representatives and witnesses who are called by them, and such other expenses as that party may incur.

Section 6. There shall be no appeal on the merits from an arbitrator's decision. Decisions rendered in accordance with this Agreement shall be final and binding on the Union, on all bargaining unit associates and on the Hospital.

Section 7. Arbitration hearing shall be held on the premises of the Hospital unless both parties otherwise agree.

**ARTICLE 9
NO STRIKE – NO LOCKOUT**

Section 1. The Hospital will not lock out Union associates during the term of this Agreement.

Section 2. During the term of this Agreement the Union will not cause or permit its members to cause nor will any member of the bargaining unit partake in any strike, sit-down, stay-in or slow-down in or at the Hospital. The Union, by its officers, agents and stewards shall immediately declare such action illegal and unauthorized and order said associates to stop such conduct and resume full production. The Hospital shall have the right to discipline,

up to and including discharge, any associate who instigates, participates in or gives leadership to any activity herein prohibited.

Section 3. The Union agrees it will not sanction or condone a strike, picketing or other curtailment of work or refusal to come to work in sympathy with any other Union or organization directed at this Hospital.

Section 4. The Hospital will not hold the Union liable for any damages for violation of this Article provided it follows Section 2 above, in good faith submits written evidence of Section 2 compliance to the Hospital simultaneously with issuance to bargaining unit, does not aid or abet a strike through funding or assistance of any kind, and does not otherwise perform any act inconsistent with this Article.

ARTICLE 10 SENIORITY

Section 1. An associate's system seniority shall date from that associate's last date of hire by the St. John Providence Health System (SJPHS or the "System") and shall include all continuous service from that last date of hire by any operating unit of the System; such System seniority shall be used for wage and benefit entitlement. There shall be separate seniority lists for regular full-time associates and regular part-time associates for each job classification. Seniority rights shall prevail where the associate's ability, experience and training are equal, unless otherwise provided for in this Agreement.

Section 2. All new associates covered by this Agreement shall be considered as probationary associates for the first ninety (90) calendar days of employment. The Hospital may (but need not) extend a new associate's probationary period once for up to an additional forty-five (45) days for full time and sixty (60) days for part-time (upon notification to the Union) if, by not so extending the probationary period, the Hospital otherwise would have terminated such associate on or before their initial probationary period expires. During the probationary period, the Hospital, in its sole discretion, shall have the right to dismiss or terminate any probationary associate. An associate so terminated shall not have recourse to the Grievance Procedure. A new associate shall earn seniority on successful completion of the probationary period and be credited with seniority retroactive to date of hire and appropriate benefits in accordance with other articles of the Agreement.

Section 3. A seniority list by job classification shall be posted in January and July of each contract year and a separate copy providing hourly rates shall be submitted to the Local Union. A list will be made for regular full-time, regular part-time, and PRN associates.

Section 4. Seniority shall be terminated and employment shall cease for any of the following reasons:

- a. If the associate quits.
- b. If the associate is discharged for cause.
- c. If an associate fails to return to work within five (5) calendar days after the Hospital's notice of recall from layoff (sent by certified mail, return receipt requested) is signed by the postal carrier as having been delivered to the last known address of such associate as shown in the Hospital's records.
- d. If a settlement with an associate has been made for total disability.
- e. If the associate is retired.
- f. If the associate is on layoff for a continuous period of twelve (12) months or length of seniority, whichever is less.
- g. Falsification of employment application provided discovery is made within two (2) years from date of hire, except on statements concerning criminal conviction.

Section 5. The Hospital shall have no obligation to permit the return of any persons to the bargaining unit who have left such unit but remained in the Hospital's employ.

Section 6.

- a. When an associate accepts a position outside of the bargaining unit but within the System, the associate's Union Seniority is frozen as of, and the associate shall not accumulate Union Seniority after, the date of such transfer outside of the bargaining unit.
- b. If an associate is transferred back into, or otherwise reenters, the bargaining unit, then that associate, again, shall begin to reaccumulate additional Union Seniority and may exercise any frozen Union Seniority to claim a position within the bargaining unit for which the associate is qualified.

Section 7. It shall be the responsibility of each associate to provide the Hospital with a current address and telephone number. The Hospital can rely on that address and telephone number with regard to all matters, including contact regarding layoff and recall.

Section 8. Work assignments shall be made by the Hospital and no associate shall be entitled to select, have or retain any particular job assignment or task within such associate's job classification, or elsewhere, by virtue of seniority.

ARTICLE 11 LAYOFF AND RECALL

Section 1. The Hospital shall attempt to avoid any layoffs. However, in the event layoffs are necessary, they may be made by the Hospital in such numbers and at such times as the Hospital deems necessary and proper subject to the associates' seniority rights enumerated in this Article.

Section 2. "Job Classification Seniority" shall mean the associate's length of continuous service in the job classifications within specific operating unit at a given location from the date the associate was permanently assigned to that job classification. Except as set forth in Section 3, if a layoff is necessary in a particular job classification, an associate in the classification shall be laid off as follows:

1. Regular Full-time associates.

- a. if full-time associates must be laid off within a job classification at ST. JOHN MACOMB-OAKLAND HOSPITAL, OAKLAND CENTER (SJM-OH), then probationary full-time associates (with the least Job Classification Seniority) shall be laid off first:
- b. if further full-time layoffs are necessary, then seniority (non-probationary) full-time associates (with the least Job Classification Seniority at SJM-OH, OAKLAND CENTER) shall be laid off next.

2. Regular Part-time associates.

- a. if part-time associates must be laid off within a job classification at SJM-OH, OAKLAND CENTER, then probationary part-time associates (with the least Job Classification Seniority) shall be laid off first:
- b. if further part-time layoffs are necessary, then seniority (non-probationary) part-time associates (with the least Job Classification Seniority at SJM-OH, OAKLAND CENTER) shall be laid off next.

Upon recall, the reverse order of layoff shall be followed and senior associates shall be recalled first to their job classification.

Section 3. Full-time associates may bump full-time or part-time associates with lesser seniority in the same job classification as provided below; part-time associates may only bump part-time associates. A Displaced Associate may bump or displace another associate only if the Displaced Associate has no job and if, in the Hospital's opinion, the Displaced Associate is capable of satisfactorily and immediately performing the job held by another associate with minimal job orientation and without any additional training.

Except in the case of a temporary layoff, any seniority associate who is displaced due to a reduction in the work force may bump another associate who has lesser seniority as provided below:

- a. Full-time Bumping Part-time associate. A Displaced Full-time Associate can bump a part-time associate with lesser seniority in the same job classification; or,

- b. Previously held Job Classification. A Displaced Associate may bump another associate who has lesser Job Classification Seniority and who works in any equal or lower rated job classification in which the Displaced Associate has worked as a seniority associate immediately prior to entering their current position; however, if the Displaced Associate still has not obtained a job, then...
- c. Layoff. The Displaced Associate shall be laid off.

The Displaced Associate must be willing to work the shift and hours of the bumped associate. If the new classification is a lower rate, the Displaced Associate will be paid on the new scale commensurate with his/her length of service with the Hospital.

Associates who have been laid off or transferred to another job in the Hospital, will be recalled to work in the reverse order in which they were laid off or transferred. Should an associate be transferred to another job in the Hospital in lieu of layoff, then such associate shall receive the rate of pay for the job into which the associate was transferred.

Section 4.

1) Temporary layoffs.

- (a) Any layoff up to and including five (5) working days shall be considered a temporary layoff. Upon expiration of the temporary layoff, the Hospital shall recall the associate. Otherwise, the regular layoff procedure in this Article shall be followed.
- (b) Temporary layoffs shall be rotated by shift, by job classification, and within a department (not a unit), starting with volunteers first; when there are no volunteers, the rotation list shall begin with the lowest seniority associate and shall rotate through the highest seniority person, before beginning to rotate again with the lowest seniority associate.
- (c) For volunteers, rotation shall begin with the highest seniority associates first and rotate through to the lowest seniority associate.
- (d) Any associate who volunteers for and is given a temporary layoff, will be credited with a temporary layoff on the rotation list.

2) Definite layoffs.

An associate being laid off indefinitely shall be given a written notice one (1) week in advance (except in emergencies beyond the Hospital's control), or one (1) week of pay in lieu of notice, or any combination of the above which satisfies the one (1) week requirement.

Section 5. Chief Steward and steward shall hold the highest seniority in their classifications for purpose of layoff and recall as follows: (a) two (2) day shift stewards plus chief steward, plus (b) one (1) afternoon shift steward, plus (c) one (1) midnight shift

steward. The stewards entitled to the highest seniority priority protection shall be designated, in writing, to the Hospital.

Section 6. In the event the Hospital unilaterally reduces a full time associate to part time status, the reduced associate may exercise bumping rights in accordance with Sections 3(a) and (b) above if, in the Hospital's opinion, the associate is capable of satisfactorily and immediately performing the job held by the associate to be bumped with minimal job orientation and without any additional training.

ARTICLE 12 FILLING POSITIONS

Section 1. When the Hospital determines a vacancy exists in a bargaining unit job classification, and whether to fill the vacancy or when to fill the vacancy:

- a. The bargaining unit position opening to be filled will be posted for seven (7) consecutive days at the Cafeteria Communications Center with a copy of the posting to be placed in the Union's mail box addressed to the Chief Steward. No additional posting shall be required for thirty (30) calendar days from the last date of posting regarding any additional open positions the Hospital desires to fill in the same classification, status and shift; provided that if the list is exhausted within the thirty (30) days and there are additional positions to be filled, the Hospital, will re-post.
- b. Vacancies will be filled by the Hospital based upon applicant's present ability to perform the duties of the job, skills, education and experience, disciplinary record over the prior six months (or 12 months in the event of disciplinary suspension), performance at the Hospital, qualifications and training; union seniority rights earned at SJM-OH, OAKLAND CENTER shall prevail where the above are equal.
- c. All associates covered by this Collective Bargaining Agreement shall be permitted to bid on any open position in the System. Associates should search for such openings on the St. John Intranet currently at StJohn.org/Careers. Such openings shall also be posted in a location to be identified by the Hospital. The filling of any vacancy, and any modification in the operation of the internal job posting procedure including its elimination, shall be solely at the discretion of St. John Providence Health System.
- d. If no applicant is deemed qualified, or no associate timely bids, the Hospital can then hire (or appoint an associate from outside the unit) to fill the position.
- e. The Hospital may deny the bid of an associate who has changed classifications and/or cost centers in the previous six (6) months.

ARTICLE 13 BARGAINING UNIT WORK

Section 1. Work assignments shall be made by the Hospital and no associate shall be entitled to select, have or retain any particular job assignment or task within such associate's job classification, or elsewhere, by virtue of seniority.

Section 2. In the interest of patient care, it is recognized that supervisors have performed and will perform similar or identical duties to unit personnel.

Section 3. The Union recognizes that Hospital volunteers perform services in and for the Hospital and are a valuable contribution to the continued well-being of the Hospital and its patients. The Hospital shall continue to have the right to avail itself of all voluntary services and the rights to designate and redesignate the duties of such organizations in the Hospital's sole discretion. Volunteers shall not displace Union positions; it shall not be a violation of this Agreement for volunteers to perform the functions at "Attachment B" of this Agreement.

ARTICLE 14 HOURS OF WORK

Section 1.

- a. The regular schedule of a full-time associates' work shall consist of seventy-two (72) to eighty (80) hours in a two (2) week period.
- b. The Hospital will pay time and one-half to bargaining unit associates for all authorized hours actually worked in excess of forty in a single work week, commencing at 7:00 a.m. Sunday, and ending at 6:59 a.m. seven days later.

Section 2.

- a. Temporary deviations from regular schedules of work will be necessary and will unavoidably result from several causes, such as, but not limited to, rotation of shifts, vacations, leaves of absence, and weekend and holiday duty. When such deviations become necessary, the Hospital will give the associate a 72-hour notice, or as much advance notice as possible and discuss such actions with the Union representative.
- b. Other situations may also require temporary deviation from regular schedules, such as, but not limited to, absenteeism, associate requests, sudden and unexpected shortage of personnel, and other emergencies. The Hospital shall make the adjustments necessary to provide adequate patient care and normal operations of the Hospital.

Section 3. The Hospital shall grant fifteen (15) minutes in the first half of the shift and fifteen (15) minutes in the second half of the shift for relief periods for all Union full shift associates. Partial shift associates will be granted a fifteen (15) minute relief period during

each four (4) hour segment of work. However, meal or rest periods may be delayed or interrupted due to patient care needs.

Section 4. The Hospital shall have the right to assign associates to shifts with regard to patient care first, qualifications second, and seniority third in order to adequately staff the shift with experienced personnel to provide the best patient care possible.

Section 5. The Hospital's on-call pay policy will be extended to unit associates on a full "me-too" basis under the identical terms and conditions as are or will in the future become applicable to all Level 1 Hospital Associates (non-market sensitive positions). In cases of disaster or other extreme emergency, associates may be assigned any job needed for operation of the Hospital.

Section 6. The designation of a normal work period shall not be construed as a guarantee of work by the Hospital.

Section 7. All bargaining unit associates shall work overtime upon request and approval of their Department Leader. The Department Leader shall first seek volunteers by seniority and classification from among associates currently working and if insufficient volunteers are secured then associates in each necessary classification shall be required to work, starting with the least senior associates first.

Section 8. Associates absent from work due to claimed illness or otherwise shall inform the Department Leader or designee of such absence by telephone prior to their starting time. If the Department designee is unavailable, then the Hospital Department will designate to the associate either the names of Hospital representative(s) with authority to accept such calls, or the method to be used to report such absence. If their Department is a 24-hour department, the associate shall cause such notification to be received at least two (2) hours prior to that associate's starting time.

Section 9. Unless otherwise prohibited by the FMLA, ADA, or other applicable law, any associate absent three or more working days or habitually before or after scheduled days off shall, upon the Hospital's request, furnish a physician's statement of the associate's incapacity to work on the specified dates.

Section 10. Overtime premium pay shall not be pyramided, compounded or paid twice for the same hours worked.

Section 11.

- a. The Hospital shall plan work schedules recognizing among other factors, the fairness of associates taking turns working weekends and holidays. Work schedules shall be posted within departments at least two (2) weeks in advance of the beginning of such work schedule.
- b. An associate missing weekend hours due to an unscheduled absence may be rescheduled to cover another weekend. Make-up hours scheduled in writing by management shall be treated the same as any other scheduled hours. The Hospital will attempt to schedule make-up hours within a six (6) week period unless the affected associate has been approved for scheduled time off during this six-week period; otherwise, make-up hours (beyond the six-week period) shall be mutually agreed.
- c. Associates arriving at their workstation at their start time or up to three (3) minutes subsequent to their start time shall not be considered tardy. Associates more than three (3) minutes late shall be considered tardy. The Hospital may extend this during snow emergencies and other emergency situations.
- d. Except as modified above, the Hospital's Tardiness/Badging in and Out programs will be extended to unit Associates on a full "me too" basis under the identical terms and conditions as are or will be in the future become applicable to all Level 1 Hospital Associates.

Section 12.

- a. Voluntary Overtime Scheduled. Associates who volunteer and are scheduled for overtime must give the Hospital at least 24 hours notice if they do not wish to work the scheduled overtime; otherwise, such associate's cancellation will be counted as an absence for which the Hospital may apply progressive discipline.
- b. If more than one associate in the same job class has voluntarily signed up for overtime and the Hospital needs to cancel such overtime, the Hospital will do so in reverse order of seniority. Notwithstanding this, Management will consider staff competency when making such a decision.

**ARTICLE 15
LEAVE OF ABSENCE**

Section 1. One (1) member of the union elected or appointed to Local or International office (President of Local, Secretary/Treasurer of Local, Business Agent or international Agent), which takes them from their employment with the Hospital shall, upon receipt by the Hospital of a written request from the union, receive a temporary leave of absence for the period not to exceed one year. Before or at the conclusion of one year, associate shall retain seniority status and be returned to the next available comparable vacant union position for which they are qualified with pay and benefits consistent with the last position held prior to

the union leave. Written request for such leave will be provided by OPEIU as far in advance as possible, but no less than 30 days prior to the beginning of the leave. All FlexSmart Benefits will cease under a union leave of absence.

Section 2. Members of the union elected or appointed as delegates to Union functions shall, upon receipt by the Hospital of a written request from the Union, receive a union leave of absence not to exceed five days per year for not more than three union members.

Section 3. Educational leave of absence. The Hospital supports associates' educational endeavors. To that end, personal leaves of absence may be granted for that purpose consistent with the guidelines set forth in the SJPHS Leave of Absence Policy. Tuition reimbursement and loan forgiveness, as set out in SJPHS policies may also be available.

Section 4. Except as stated above, Article 15 shall be governed by the SJPHS Leave of Absence Policy Guidelines on a full "me-too" basis under the identical terms and conditions as are or will in the future become applicable to all Level I associates.

ARTICLE 16 PAY PERIOD AND DEDUCTIONS

The Hospital's Reporting of Time, Direct Deposit and Over or Underpayment of Wages programs will be extended to unit Associates on a full "me-too" basis under the identical terms and conditions as are or will in the future become applicable to all Level 1 Hospital Associates.

ARTICLE 17 WAGES BY CLASSIFICATION

Attached hereto as "Attachment C and C1" and incorporated herein by reference is Attachment C and C1, which contains the statement of wages by classification as agreed to between the parties.

It is expressly understood that the Hospital hires based on experience with no requirement to bring current associates in that job class to rate of experienced new-hire. (See attachment D and D1 for new hire rates).

If increases result in wages above the maximum of the range, the rate will be capped at the maximum.

Wage increases are as follows:

- 2014 – 0%.
- 2015 - 2% across the board wage increase effective February 15, 2015.
- 2016 – Wage reopener upon written request at least 30 days (but not more than 60 days) prior to the first pay date in 2016.

ARTICLE 18 MISCELLANEOUS

Section 1. Associates may be given a physical examination, as determined and redetermined by the Hospital once a year. Physical examinations, if required, are to be given by the Hospital without cost to the associate.

Section 2. The Hospital agrees to provide a bulletin board at each time clock for use by the Union for the following non-inflammatory and non-political types of notices:

- a. Recreational and social affairs of the Union
- b. Union Meetings
- c. Union Elections
- d. Reports of the Union

Section 3. The Hospital shall provide free parking for all associates, a security guard shall be on duty in the parking lot or available upon request by associates, for escort to and from the parking lot.

Section 4.

- a. In the event technological change should make an associate's skills obsolete or unnecessary, the Hospital agrees to provide for retraining of the associate in order that such associate may upgrade that associate's skills sufficiently to continue employment with the Hospital.
- b. In the event an associate's job is eliminated because of technological change and the associate cannot be trained or upgraded to comply with the technological change, the displaced associate will be permitted to replace the least senior associate in the same classification or a classification in which the associate has prior seniority.
- c. New classifications created by virtue of the installation of advanced equipment shall be posted for bidding. Associates being displaced shall be given first opportunity to bid for new positions. If new positions or classifications fall with NLRB recognition as unit positions, the Hospital agrees to negotiate wage rates for these positions or classifications.

Section 5. The Union shall select one associate member to serve on the joint Hospital Safety Committee.

The Union shall select three (3) associates to serve on the Nursing Governance Committee, one (1) each from the following classifications:

- a. Nurse Assistant
- b. Health Unit Coordinator
- c. Patient Transporter

The size, scope, mandate, purpose, existence and/or termination of the committee is determined solely by the Hospital.

Section 6. Associates leaving the service of the Hospital shall, upon request, be furnished with a written statement of character of service from the Human Resources Department limited to date of hire, date of termination and statement of positions held, unless such associate provides the Hospital with a waiver release and discharge in a form acceptable to the Hospital.

Section 7. The Hospital will continue its current practice of review, revision and updating of job descriptions when and as needed and as determined by the Hospital in its discretion. The Hospital will endeavor to review such job descriptions as required by JCAHO standards. The Hospital will provide the associates affected by revised job descriptions with a copy of such revision and will also provide copies to the Union.

Section 8. Two (2) persons designated by the Union and two (2) persons designated by the Hospital will meet not more frequently than on a monthly basis on the request of either party to discuss matters of general interest including, but not limited to, grievances.

The party requesting the meeting shall provide the other party with a written agenda of the items to be discussed which may only be deviated from upon the agreement of the receiving party. The agenda is important to the process as it enables the other party to be prepared to respond.

Section 9. Understanding that the nurse is responsible for direct patient care delivery, during compromised staffing situations, the nurse and the nursing assistant will work together to provide care delivery.

ARTICLE 19 WAIVER

Section 1. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

ARTICLE 20 PAST PRACTICES

Section 1. There is no understanding or agreements or past practices which are binding on either the Hospital or the Union other than the written agreements enumerated or referred to in this Agreement. No further agreement shall be binding on either the Hospital or the Union until it has been put in writing and signed by both the Hospital and the Union as either an amendment to this Agreement or letter of understanding signed by both parties.

Section 2. All Letters of Understanding shall expire on the termination date of the collective bargaining agreement during which negotiated, unless specifically included in the next succeeding agreement.

ARTICLE 21 EQUAL EMPLOYMENT OPPORTUNITY

Section 1. SJM-OH, Oakland Center actively supports the principle of Equal Opportunity for all. No discrimination is shown associates or applicants because of age, sex, religion, race, national origin, height, weight, marital status, sexual orientation, handicap or lawful union activity not in violation of this Agreement.

Section 2. Both the Union and the Hospital recognize their mutual obligations under the Americans with Disabilities Act (ADA), and will, therefore, jointly meet to mutually agree on an accommodation that may have been requested by an associate who qualifies for ADA consideration or an alternative which is otherwise statutorily required and is reasonable under the circumstances.

Meetings required by this Section shall occur within five (5) working days of a request, unless mutually agreed as otherwise.

ARTICLE 22 DISCIPLINE

Section 1. When called upon to meet with a Hospital representative and upon being informed in advance that discipline is contemplated, and upon request by the associate, a Union steward shall be present for such discussion. All disciplinary actions will be issued for just cause. An associate who is disciplined may contest such discipline through the grievance procedure, except for probationary associates who may grieve any discipline, but may not grieve if terminated.

Section 2. The bargaining unit member must receive notice of intended disciplinary action (using the Disciplinary Action Notice Form) within twenty-one (21) calendar days from when the Hospital learns of the event that gives rise to the disciplinary action; the Hospital shall impose discipline or, otherwise, shall forfeit the right to discipline the associate. Associates not present at work, for any reason, may be provided with notice via letter mailed to their last known address of record.

Section 3. This language does not remove discipline records but only limits, per current practice, application towards further progressive discipline for a similar infraction that occurs more than twelve (12) months from the last similar incident. The Union agrees this does not prevent past discipline being presented to indicate discipline record of an associate. When applying progressive discipline, if twelve (12) months or more separates similar infractions, the next step in the discipline mode will not be implemented.

ARTICLE 23 UNION ORIENTATION

Section 1. The Hospital shall distribute a copy of the Union printed Labor Agreement to all Union associates between the time they are hired and the time they complete their probationary period. The Hospital shall print and provide enough copies of the Labor Agreement to current and future associates, and provide twenty (20) copies to the Union.

Section 2. Local 459 or its designated steward will participate with SJM-OH, Oakland Center in the new associate orientation program in an effort to give new Union Associates a better understanding of both organizations along with information of their rights and responsibilities as Union members.

ARTICLE 24 WAGE RATES

Section 1. All associates on the payroll on January 9, 2011, and all associates hired after January 9, 2011 shall attain at least the minimum wage rates as indicated in "Attachment C".

Section 2. The wage rates set forth in "Attachment C and C1" specifically replace and are in lieu of all Hospital discretionary wage programs.

Section 3. Shift and weekend differentials will be paid in accordance with the applicable St. John Providence Policy Guideline on a full "me too" basis following the identical terms and conditions as are or will in the future become applicable to all Level 1 Associates.

Section 4.

- a. In the event an associate is assigned work in a job classification that carries a higher rate of pay, the associate shall receive the base rate for the higher classification, or the associate's regular hourly rate plus fifty (.50) cents, whichever is higher.
- b. Associates promoted into a classification in a higher pay group than the group in which the associate is serving at the time of promotion receive a 5% increase to the associate's base pay or the minimum of the new pay range, whichever is greater.

Section 5. If an associate is temporarily assigned work in a job classification that carries a lower rate of pay than the associate's regular classification, the associate shall receive the associate's regular hourly rate for such work.

Section 6. The Hospital will provide free TV to associates who are patients at SJM-OH, OAKLAND CENTER. Free local telephone service shall be provided to bargaining unit persons while they are in-patients in the Hospital so long as that service is provided to other Hospital-associates. A local call is a telephone call which does not require the use of a "1" prefix.

Section 7. Preceptor Pay

The Hospital will pay a wage supplement of seventy-five (.75) cents per hour for associates working in an area as a Hospital designated preceptor subject to the following conditions:

- a. The decision as to the need to appoint a Preceptor shall be in the discretion of the Hospital.
- b. The person selected as a Preceptor shall be in the discretion of the Hospital.
- c. Health Unit Coordinator Instructor is not eligible for Preceptor pay.
- d. Time paid pursuant to the Preceptor Program must be Hospital management authorized.
- e. The function of training for which the Preceptor Supplement is paid is beyond orientation to a particular unit such as pointing out unit specific procedures.

- f. Precepting is defined as the process to validate practice competencies for new/transferred associates and includes (1) planning the validation of specific job competencies; (2) measuring the associate's ability to demonstrate job competencies; and (3) providing written documentation on the performance of job specific competencies.

Preceptor pay is not paid for (1) orienting new/transferred associates on the policies and practice of SJPHS or training new/transferred associates on aspects of their job that are not considered precepting or (2) providing students with clinical exposure as a part of their educational training afforded by a series of clinical rotations.

Section 8. Health Unit Coordinators and Nursing Assistants trained by the Hospital to watch monitors, shall be paid an additional \$0.75 per hour for those hours while assigned to watch such monitors.

ARTICLE 25 HOLIDAY PAY

The Hospital's Holiday Pay program will be extended to unit Associates on a full "me-too" basis under the identical terms and conditions as are or will in the future become applicable to all Level 1 Hospital Associates.

ARTICLE 26 PTO

The Hospital's PTO program will be extended to unit Associates on a full "me-too" basis under the identical terms and conditions as are or will in the future become applicable to all Level 1 Hospital Associates.

ARTICLE 27 FLEXSMART ASSOCIATE BENEFIT PLAN

The Hospital FlexSmart Benefit Program will be extended to unit Associates on a full "me-too" basis under the identical terms and conditions as are or will in the future become applicable to all Level 1 Hospital Associates.

ARTICLE 28 ATTENDANCE

The Hospital's attendance/tardiness policies will be extended to unit Associates on a full "me-too" basis under the identical terms and conditions as are or will in the future become applicable to all Level 1 Hospital Associates.

ARTICLE 29

JURY DUTY

The Hospital's jury duty policies will be extended to unit Associates on a full "me-too" basis under the identical terms and conditions as are or will in the future become applicable to all Level 1 Hospital Associates.

ARTICLE 30 BEREAVEMENT

The Hospital's bereavement policies will be extended to unit Associates on a full "me-too" basis under the identical terms and conditions as are or will in the future become applicable to all Level 1 Hospital Associates.

ARTICLE 31 TUITION REIMBURSEMENT PROGRAM

The Hospital's tuition reimbursement policies will be extended to unit Associates on a full "me-too" basis under the identical terms and conditions as are or will in the future become applicable to all Level 1 Hospital Associates.

ARTICLE 32 MIDNIGHT PHARMACY TECHNICIANS

Midnight shift Pharmacy Technicians working the 7 on 7 off schedule will work pursuant to the terms and conditions of the St. John Providence Health System 7 on 7 off Midnight Pharmacy Technician Staffing Agreement utilized for St. John Providence Health System non-union 7 on 7 off midnight pharmacy technicians.

ARTICLE 33 PENSION

The Hospital's Pension program will be extended to Unit Associates on a full "me too" basis under the identical terms and conditions as are or will in the future become applicable to all Level 1 Hospital Associates.

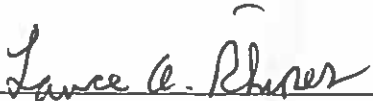
ARTICLE 34 AMENDMENT AND TERMINATION


Section 1. This Agreement shall commence on March 2, 2014 and shall continue in full force and effect until the 1st day of March, 2017, after which it shall continue in full force and effect from year-to-year thereafter, unless written notice is given by one party to the other not less than ninety (90) days or more than one hundred twenty (120) days prior to any expiration date that a party desires to renegotiate this Agreement.

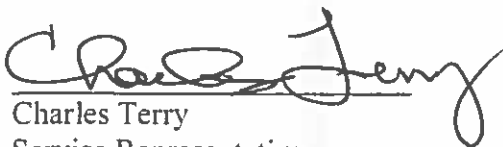
Section 2. If any provision of this Agreement becomes illegal by operation of law or is held invalid by a court of competent jurisdiction, then (a) the remainder of the Agreement remains in effect and, (b) the Hospital and the Union shall meet and confer in an effort to negotiate with regard to such provision.

LOCAL NO. 459, OPEIU, AFL-CIO

ST. JOHN PROVIDENCE HEALTH SYSTEM
SJM-OH, OAKLAND CENTER


Lance A. Rhines
Service Representative


Terry Hamilton
President, St. John Macomb-Oakland Hospital


Charles Terry
Service Representative


Nathali K...
Chief Steward


James Tronier
Bargaining team

Bargaining team

Bargaining team

ATTACHMENTS

A: JOB CLASSIFICATIONS

The following job classifications are effective for all hours worked after ratification:

BINDERY TECHNICIAN	PATHOLOGY SECRETARY II
CARDIOLOGY CLERK	PATIENT TRANSPORTER
CARPENTER	PHARMACY ASSISTANT
CARPENTER'S ASSISTANT	PHARMACY INVENTORY ASSISTANT
CENTRAL SERVICE CLERK	PHARMACY TECHNICIAN
CENTRAL SERVICE TECH I	PHARMACY TECHNICIAN TRAINEE
CENTRAL SERVICE TECH II	PHYSICAL THERAPY TRAINEE
CERTIFIED O/T ASSISTANT	PORTER
CLERK II	PRINTER
CODER	PRODUCTION SERVER
COOK	PSRO DATA ANALYST
CRITICAL CARE TECHNICIAN I	PULMONARY FUNCTION TECH
CRITICAL CARE TECHNICIAN II	RADIOLOGY ASSISTANT
DARKROOM ASSISTANT	RADIOLOGY CLERK
DELIVERY PERSON	RECEIVING CLERK
EEG TECHNICIAN	RECEPTIONIST
ELECTRICIAN	SECRETARY I
FLOOR/PROJECT WORKER	SECRETARY II
FOOD SERVICE(AKA:CAFÉ SERVER)	SENIOR CENTRAL SERVICE TECH
HEALTH UNIT COORDINATOR	SENIOR LABORATORY TECHNICIAN
HEALTH UNIT COORDINATOR INSTRUCTOR	SENIOR MAINTENANCE MECHANIC
HOME HEALTH AIDE	SENIOR NUTRITION CLERK
HOME HEALTH FILE CLERK	SENIOR PAINTER
LABORATORY ASSISTANT	SENIOR PRINTER
LABORATORY TECHNICIAN	SERVICE ATTENDANT I
MAINTENANCE HELPER	SERVICE ATTENDANT II & III
MAINTENANCE MECHANIC	STOCK CLERK
MEDICAL ASSISTANT	STOREROOM CLERK
MEDICAL LAB ASSISTANT – LEADER	STOREROOM SPECIALIST
MEDICAL LIBRARY ASSISTANT	TRANSCRIPTIONIST I
HEALTH INFORMATION MANAGEMENT CLERK I	TRANSCRIPTIONIST II
HEALTH INFORMATION MANAGEMENT CLERK II	TRUCK DRIVER

HEALTH INFORMATION MANAGEMENT CLERK III	UNIT ASSISTANT/ORDERLY
MEDICAL TRANSCRIPTION TRAINEE	
NOURISHMENT CLERK	
NURSE AIDE TRAINEE	
NURSING ASSISTANT	
NUTRITION CLERK	
ORDERLY	
PAINTER	
PAINTER'S HELPER	
PATHOLOGY CLERK	
PATHOLOGY SECRETARY I	

B: HOSPITAL AUXILIARY SERVICE*

Admitting Escort
Cafeteria Cashier
Chaplain's Aide
Discharge Escort
Emergency Department: Patient/Liaison/Hostess
Floor Magazine – Book Cart
Floor Notions Cart
Flower Sales
Gift Shop
Main Lobby Desk: Reception/Information/Hostess
Outpatient Escort
Patient: Feeder/Reader/Sitter
Pediatrics Play Room: Hostess
Surgical Lounge: Information/Hostess
Tour Hostess

* Persons in bargaining unit currently working who are displaced by Auxiliary upon implementation of Auxiliary program will be retained in the Hospital's employ in accordance with their seniority and present abilities.

MIDET U04 Job Master
Effective 02/15/2015

Job Code	Job Title	Sal Plan	Grade	2/15/15 Min/Hour	2/15/15 Min/Hour	2/15/15 Max/Hour	FLSA Stat	Job Family
270195	Equipment Distribution Tech	U04A	010	12.68	14.62	16.56	Nonexempt	FAC
600025	Health Information Clerk II	U04A	007	11.32	13.62	15.91	Nonexempt	HIM
600026	Health Information Clerk III	U04A	012	12.31	14.91	17.5	Nonexempt	HIM
240135	Health Unit Coordinator	U04A	013	13.67	16.18	18.68	Nonexempt	ADM
350304	Inventory Control Clerk	U04A	015	13.92	16.76	19.59	Nonexempt	SCM
350308	Material Handler-Rec	U04A	010	12.68	14.62	16.56	Nonexempt	SCM
350253	Material Handler-Storeroom	U04A	010	12.68	14.62	16.56	Nonexempt	SCM
150040	Medical Laboratory Assistant	U04A	009	12.06	14.54	17.02	Nonexempt	LAB
700030	Nursing Assistant	U04A	009	12.06	14.54	17.02	Nonexempt	NUS
700071	Orderly / Patient Transporter	U04A	004	10.69	12.66	14.62	Nonexempt	NUS
700072	Patient Transporter	U04A	004	10.69	12.66	14.62	Nonexempt	NUS
700153	PCT-Surgical Services	U04A	013	13.67	16.18	18.68	Nonexempt	NUS
200154	Pharmacy Tech-Midnight Shift	U04A	013	13.67	16.18	18.68	Nonexempt	PHA
200153	Pharmacy Technician	U04A	013	13.67	16.18	18.68	Nonexempt	PHA
110271	Radiology Assistant	U04A	004	10.69	12.66	14.62	Nonexempt	RAD
110083	Radiology Clerk	U04A	007	11.32	13.62	15.91	Nonexempt	RAD
240124	Receptionist	U04A	012	12.31	14.91	17.5	Nonexempt	ADM
240013	Secretary II	U04A	015	13.92	16.76	19.59	Nonexempt	ADM
300131	Service Attendant	U04A	001	10.44	12.28	14.12	Nonexempt	FNS
300130	Service Attendant II	U04A	002	10.82	12.53	14.24	Nonexempt	FNS
290175	Sterile Processing Tech II	U04A	013	13.67	16.18	18.68	Nonexempt	SUR
NOTE: Socially Just wage effective 07/5/15 is \$11.00/hour								

St. John Oakland Hospital
 Union 04 - OPEIU Hiring Guidelines
 Effective 02/15/2015

Job Code	Job Title	Grade	Eff Date	YEARS OF EXPERIENCE							
				0	1	2	3	4	5	6	7
270195	Equipment Distribution Tech	010	2/15/2015	12.68	12.95	13.23	13.50	13.78	14.06	14.33	14.62
600025	Health Information Clerk II	007	2/15/2015	11.32	11.65	11.97	12.30	12.63	12.95	13.28	13.62
600026	Health Information Clerk III	012	2/15/2015	12.31	12.68	13.05	13.41	13.78	14.15	14.51	14.91
240135	Health Unit Coordinator	013	2/15/2015	13.67	14.03	14.38	14.74	15.10	15.45	15.81	16.18
350304	Inventory Control Clerk	015	2/15/2015	13.92	14.32	14.72	15.12	15.51	15.91	16.31	16.76
350308	Material Handler-Rec	010	2/15/2015	12.68	12.95	13.23	13.50	13.78	14.06	14.33	14.62
350253	Material Handler-Storeroom	010	2/15/2015	12.68	12.95	13.23	13.50	13.78	14.06	14.33	14.62
150040	Medical Laboratory Assistant	009	2/15/2015	12.06	12.40	12.75	13.10	13.44	13.79	14.14	14.54
700030	Nursing Assistant	009	2/15/2015	12.06	12.40	12.75	13.10	13.44	13.79	14.14	14.54
700071	Orderly / Patient Transporter	004	2/15/2015	10.69	10.97	11.24	11.52	11.79	12.07	12.34	12.66
700072	Patient Transporter	004	2/15/2015	10.69	10.97	11.24	11.52	11.79	12.07	12.34	12.66
700153	PCT-Surgical Services	013	2/15/2015	13.67	14.03	14.38	14.74	15.10	15.45	15.81	16.18
200154	Pharmacy Tech-Midnight Shift	013	2/15/2015	13.67	14.03	14.38	14.74	15.10	15.45	15.81	16.18
200153	Pharmacy Technician	013	2/15/2015	13.67	14.03	14.38	14.74	15.10	15.45	15.81	16.18
110271	Radiology Assistant	004	2/15/2015	10.69	10.97	11.24	11.52	11.79	12.07	12.34	12.66
110083	Radiology Clerk	007	2/15/2015	11.32	11.65	11.97	12.30	12.63	12.95	13.28	13.62
240124	Receptionist	012	2/15/2015	12.31	12.68	13.05	13.41	13.78	14.15	14.51	14.91
240013	Secretary II	015	2/15/2015	13.92	14.32	14.72	15.12	15.51	15.91	16.31	16.76
300131	Service Attendant	001	2/15/2015	10.44	10.70	10.95	11.21	11.46	11.72	11.97	12.28
300130	Service Attendant II	002	2/15/2015	10.82	11.07	11.31	11.56	11.80	12.05	12.29	12.53
290175	Sterile Processing Tech II	013	2/15/2015	13.67	14.03	14.38	14.74	15.10	15.45	15.81	16.18

NOTE: Socially Just wage effective 07/5/15 is \$11.00/hour


LETTER OF UNDERSTANDING- INDEFINITE CHANGES

Side Letter of Agreement


The parties understand and agree that in addition to the other rights retained by the Hospital, expressly or otherwise, the Hospital is vested with the following rights, as limited, if at all, by Article 14 and other provisions of the Collective Bargaining Agreement:

The Hospital has the right to make indefinite changes in work schedules, hours, and /or status to meet department needs. In such cases, two weeks' notice must be given to the associate(s) prior to the change(s) taking place.

The parties understand and agree that the rights identified in this Agreement will continue until such time as the parties agree otherwise through changes to the express terms of the collective bargaining agreement.



Union



Date



Hospital



Date