

AGREEMENT

BETWEEN

MOUNDVIEW MEMORIAL HOSPITAL & CLINICS

AND

SEIU HEALTHCARE UNITED FOR QUALITY CARE, DISTRICT 1199
WISCONSIN

JANUARY 1, 2010

TO

DECEMBER 31, 2011

(NURSES AND TECHS)

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ARTICLE 1
Recognition

The Hospital recognizes SEIU Healthcare District 1199 Wisconsin as the exclusive bargaining representative for full-time and regular part-time licensed practical nurses as certified in National Labor Relations Board Case 30-RC-4356. The Hospital also recognizes SEIU Healthcare District 1199 Wisconsin as the exclusive bargaining representative for full-time and regular part-time registered nurses and medical technologists as certified in National Labor Relations Board Case 30-RC-4357. The Hospital also recognizes SEIU Healthcare District 1199 Wisconsin as the exclusive bargaining representative for full-time and regular part-time medical laboratory technicians and graduate nurses. The Hospital recognizes SEIU Healthcare District 1199 Wisconsin as the exclusive bargaining representative for casual employees who meet the standards set forth in Article 3, Section 4 of this Agreement (Casual Employees).

ARTICLE 2
Non-Discrimination

The Employer and the Union agree that neither will discriminate against any worker on the basis of race, sex, religion, age, national origin, handicap, or union membership.

ARTICLE 3
Employee Definitions

Section 1. Full-Time Employees. Full-time employees are those employees regularly scheduled to work forty (40) hours a week or eighty (80) hours in a pay period on a regularly scheduled basis. Full-time employees shall be entitled to full benefits as provided in this Agreement.

Section 2. Part-Time Employees. Part-time employees are those employees regularly scheduled to work less than forty (40) hours per week or eighty (80) hours per pay period. Part-time employees shall receive pro-rated benefits as provided in this Agreement if they work an average of twenty (20) hours per week or more over the preceding three (3) months.

Section 3. Temporary Employees. Temporary employees are those employees hired for a pre-determined period of time not to exceed one hundred and twenty (120) consecutive calendar days. These employees are informed at the time of hire that their employment is temporary and they are not entitled to employee benefits, do not accrue seniority, are terminated at the end of the temporary employment, and are not a part of the bargaining unit.

Section 4. Casual Employees. Casual employees are employees hired other than in the categories previously determined who are substitute or flexible scheduling employees. Casual employees do not receive fringe benefits, do not accrue seniority, are hired on an as-needed

basis, and are not a part of the bargaining unit unless they work an average of four (4) or more hours per week in the previous calendar quarter. Employees working an average of less than four (4) hours per week per calendar quarter shall not be considered bargaining unit employees.

Section 5. Graduate Nurses. Graduate nurses shall be in a separate classification for layoff and wage purposes while in the Graduate Nurse Classification. Upon passage of boards, the Hospital shall apply date of hire within RN classification. Graduate nurses shall be treated the same as other hires for benefit purposes. The introductory wage rate shall be in accordance with Schedule A. Upon passing boards, the Hospital may place the nurse on the wage scale up to 2080 hours as credit for past comparable work experience, with any additional placement by mutual agreement. Graduate nurses shall remain in probationary status until passage of boards.

ARTICLE 4 Probation

Section 1. The probationary period for all employees shall be the ninety (90) calendar days of employment during which time these employees may earn, but not accrue, seniority or any of the other accrual benefits specified in this Agreement except for straight time and overtime work actually performed. Upon successful completion of the probationary time, the accrual of seniority and other benefits shall be credited from the first day of work.

Section 2. Probationary employees may be terminated for any reason and termination within the first ninety (90) calendar days shall not be subject to the grievance and arbitration procedures of this Agreement.

ARTICLE 5 Seniority/Layoff/Reduction in Force

Section 1. Seniority is defined as an employee's length of continuous service gained by job classification with the Hospital.

Section 2. The Hospital will provide the Union with a list of bargaining unit employees and their seniority dates every three (3) months commencing within thirty (30) calendar days of the signing of this Agreement.

Section 3. A reduction in force and/or layoff shall be in the reverse order of seniority in the bargaining unit and job classification affected with casual, temporary, probationary employees and graduate nurses (within nurses) to be laid off first. The Hospital reserves the right to maintain an appropriate mix of full and part-time employees and to assure the level of competency of employees within a particular position or unit. In such cases, the reduction in force or layoff may not strictly follow the reverse order of seniority. In maintaining an appropriate mix of full and part-time employees the more senior employee shall have the right to bump a less senior employee without regard to full or part-time position. Recall from a reduction in force or layoff shall be in inverse order of reduction or layoff.

Section 4. Prior to using the layoff procedure described in Section 3, the Employer shall first seek volunteers to accomplish the necessary reductions. Employer will also advise the Union at the same time as the employee, generally two (2) weeks in advance of any layoffs, reductions in hours or other reductions in force and will meet with the Union representative to discuss the effect.

Section 5. Seniority shall cease for the following reasons:

- A. Failure to report to work for a period of three (3) working days without notifying employee's supervisor.
- B. Quitting.
- C. Discharge for just cause.
- D. Continuous layoff for nine (9) months or length of seniority, whichever is shorter.
- E. Failure to return to work within seven (7) calendar days after expiration of a leave of absence.
- F. Failure to return to work within seven (7) days after receipt of recall notice sent by registered mail to the employee at his/her last known address.
- G. Is on any type of leave for more than one year.

ARTICLE 6
Discharge and Discipline

The Employer shall discipline, suspend or discharge employees who have completed their probationary period, for just cause only. All employees shall have the right to have a Worksite Leader present at any meeting with supervisors and/or management when such meetings are accusatory or disciplinary in nature. The Employer will, staffing permitting, make reasonable efforts to provide coverage for the work site leader to attend the meeting. The Union shall receive copies of all disciplinary actions within three (3) working days of the disciplinary action.

Any materials relating to discipline for which there has been no reoccurrence shall not be used as a basis for progressive discipline in any future matters based on the time frames below:

- A. For verbal warnings: twelve (12) months;
- B. For written warnings: eighteen (18) months;
- C. For suspensions: thirty-six (36) months except for subsequent infractions of the same work rule.

ARTICLE 7
Performance Improvement Plan

A written Performance Improvement Plan (PIP) is a tool used by the Hospital to assist an employee in improving identified performance concerns. The intent of the PIP is to allow the employee to succeed in their position with the Hospital and to provide constructive feedback to insure position expectations can be met by the employee. PIPs are nondisciplinary in nature but may be used in conjunction with discipline. The employee and the Union office shall be notified in writing of the placement of the employee on the plan, provided with a copy of the plan, and notified of the completion of the plan.

ARTICLE 8
Grievance Procedure

Section 1. A grievance is hereby defined as a dispute concerning the meaning or application of this Agreement. A Step 2 grievance must be initiated within fifteen (15) working days from the time that the employee knew or should have known of the events giving cause to the grievance. In the event of a grievance involving discharge, the procedure shall start at Step 3. The grievance shall be presented in written form, signed by the employee discharged and/or the Union representative. In order to be timely, a grievance based on discharge must be filed by the end of the fifth (5th) working day following the date upon which the employee is discharged. Working days shall be defined as a day other than a Saturday, Sunday, or Holiday provided by this Agreement.

Section 2. The grievance procedure shall consist of the following steps:

Step 1. Prior to filing a formal written grievance, the employee having a grievance must attempt to meet with her immediate supervisor to attempt to mutually resolve the matter. The employee may be accompanied by a Union Worksite Leader at this or any subsequent step in the grievance procedure. The employee or her Union Worksite Leader must communicate to the employee's immediate supervisor that the matter is considered a grievance. The employee's supervisor shall verbally respond to the grievant and Work Site Leader no later than five (5) working days after the meeting.

Step 2. If a satisfactory settlement is not reached in Step 1, the employee or a Union representative shall reduce the grievance to writing and present it within five (5) working days following the response in Step 1 to the employee's department head. The department shall respond in writing to the grievant, Work Site Leader and Union within five (5) working days. If Step 1 has not been followed, the department head may refer the grievance back down to Step 1. Such action will not impact the timeliness of the grievance, assuming the Step 2 grievance has been filed within the fifteen (15) working day time frame.

Step 3. If a satisfactory settlement is not reached in Step 2, the employee or a Union representative shall present the written grievance to the Administrator within five (5) working days following the response in Step 2. The Administrator or his designee shall convene a meeting within five (5) working days to include the employee, the Worksite Leader and/or Union representative, and such other persons as may be necessary to resolve the grievance, as soon as possible. The Administrator shall provide a written decision within ten (10) working days following the meeting to the grievant, Work Site Leader and to the Union.

Section 3. If the grievance has been timely processed through the specified procedure and remains unsettled, the Union may submit the grievance to final and binding arbitration within ten (10) working days following the receipt of the administrator's written response at Step 3. If notification of arbitration is not received by registered mail by the Hospital within ten (10) days following the decision of the Administrator in Step 3, the grievance shall be considered settled, and the employee and the Union shall have no further recourse over the grievance. The Union shall mail a formal request for arbitration to the WERC within forty-five (45) calendar days following the receipt of the Administrator's written response at Step 3.

If the grievance is taken to arbitration, it shall be the responsibility of the Union to contact the Wisconsin Employment Relations Commission and to request the Commission to appoint a member of its staff to serve as arbitrator. Expenses of the arbitrator shall be born equally by the Employer and the Union.

Section 4. The decision of the arbitrator shall be final and binding on both parties. The sole authority of the arbitrator shall be to render a decision as to the meaning or application of this written contract with respect to the dispute. The arbitrator shall have no authority to add to, subtract from, modify or amend the express provisions of the Agreement.

Section 5. The time limits provided in this Article shall be strictly construed, unless extended by mutual written agreement of the parties. If the Hospital fails to respond to the grievance in a timely manner at any Step, the grievance may be appealed to the next step.

ARTICLE 9

Working Hours, Shift Premiums, Overtime, Call-In

Section 1. The Hospital operates twenty-four (24) hours a day, seven (7) days a week. This means that employees must be available for work during these times, as scheduled by the Hospital. The Hospital will attempt to distribute weekend time off evenly.

Section 2. Work Schedules.

A. The work schedules for each department employees other than nurses will be posted fourteen (14) calendar days in advance, and are subject to changes from time to time as conditions warrant. When changes are made to the work schedule, affected employees shall be notified personally (telephonically or otherwise) with as much notice as

reasonable under the circumstances. Employees wishing any special schedule arrangement must make the request (in writing) sufficiently prior to posting so that it can be considered in preparing the work schedule. Employees may sign up for entire vacant shifts following the seniority process for seven (7) calendar days after the schedule is posted. After seven (7) calendar days no bumping will be allowed.

B. The order of scheduling for nurses shall be as follows:

1. Place all regular full-time and part-time nurses on the tentative schedule by seniority (honoring employee requests by seniority) up to their FTE of record;
2. Use casual nurses to collectively fill up to 4 remaining entire vacant shifts per department by seniority. If more than one casual RN is interested in picking up shifts, then no more than two (2) shifts per casual RN can be filled;
3. Post tentative schedule and vacant shifts for seven (7) calendar days for regular full-time, part-time and casual nurses to sign up for any entire shift on any day on the schedule;
4. Assign by seniority regular full-time, part-time, and casual nurses who have signed up for extra entire shifts to fill the entire vacant shifts with non-overtime shifts having precedence over any overtime shifts. The following assignment order will be followed:
 - Non-overtime regular part-time RNs by seniority;
 - Overtime regular full-time and part-time RNs by seniority;
 - Bargaining unit casual RNs by seniority;
 - Non-overtime regular part-time LPNs by seniority;
 - Overtime regular full-time and part-time LPNs by seniority;
 - Bargaining unit casual LPNs by seniority;
 - Non-department bargaining unit employees by seniority;
 - Non-bargaining unit casual employees with RNs having preference over LPNs.
5. The tentative schedule will then be “balanced” to attempt to equalize the number of nurses scheduled on a given shift each day. The schedule will be balanced in reverse scheduling order (first, casual nurses will be asked to switch to a different day; second, extra shifts in reverse seniority order will be asked to switch to a different day; then, regular employees will be switched to a different day in reverse seniority order). Employee requests shall not be affected by balancing.
6. The final schedule will then be created and posted along with a sign-up sheet for any remaining vacant shifts on a first-come first-served basis, at least fourteen (14) days in advance of the start of the schedule.
7. RNs have priority for entire vacant shifts over LPNs regardless of seniority or overtime status.

Section 3. Casual Employees.

1. Casual employees have no guaranteed hours.
2. Casual employees may be allowed to work in more than one designated service area as long as their competencies are maintained.
3. There is no holiday requirement for casual employees. Casual employees who work on a holiday shall receive one and one-half (1 ½) times their base rate of pay.
4. Casual employees shall be compensated for overtime as set forth in Article 9, Section 4A.
5. Casual employees shall receive the following premiums and differentials:
 - Weekend differential of \$1.50 per hour for RNs and LPNs.
6. Casual employees who become bargaining unit employees by virtue of hours worked shall be credited with one (1) year of bargaining unit seniority for each anniversary year in which they have worked 416 hours or more.

Section 4. Shift Premium. Except as provided in Section 5, employees assigned to 2:45 PM – 11:15 PM and 10:45 PM – 7:15 AM shall receive a shift differential as follows: Effective 7/1/03 - \$1.05 per hour.

Section 5. Overtime (A). Except as provided in Section 5, time and one-half will be paid for all hours worked by an employee in excess of forty (40) hours in a normal seven (7) day period. For job categories specified by the Hospital, time and one-half will be paid for all hours worked by an employee in excess of eight (8) hours in one day or more than eighty (80) hours in a normal fourteen (14) day period. Overtime will not be pyramided (i.e., paid more than once for the same hour(s) worked).

Section 5. Overtime (B). Scheduled Double Shift. Employees working a scheduled double shift sixteen (16) hours shall be paid for sixteen (16) hours.

Section 6. On Call/Call Pay. Employees on ‘on-call’ status shall be paid an ‘on-call’ of \$2.00 for all hours they are ‘on-call’.

Employees who are ‘on-call’ and are called in to work shall be paid at their standard rate of pay for the time they work with a minimum of two (2) hours of work or two (2) hours of pay each time they are called in to work, not to exceed four (4) times in an eight (8) hour period.

In low census situations, management reserves the right to place previously scheduled employees in On Call status. Beginning with the most senior scheduled employee, an employee may be asked to be on call for the remainder of their shift. The senior employee has the option to be on call for their shift and receive On Call pay or decline. If the senior employee declines, the next

senior employee will be asked. Should all senior employees decline, the least senior scheduled employee will be placed on call. The On Call status shall remain for the time period of the originally scheduled shift. If placed On Call under such circumstances, the employee will receive On Call pay pursuant to this Section.

Section 7. Call Pay/Scheduled Day Off. When an employee is called in to work during non-scheduled work hours or a scheduled day off, the employee will receive pay for all hours worked plus two (2) hours of pay, unless the employee is notified at least eight (8) hours in advance before the start of his/her shift. **NOTE:** This does not apply to those who are at work.

Section 8. In the event of a vacancy and/or need for additional staff, the Employer shall call the employee (RN) (LPN) by seniority, starting with the most senior employee (excluding supervisory personnel). However, the Employer may call non-overtime employees first by seniority to prevent an additional burden of cost to the Employer.

The employee shall not and is not required to provide a reason for not accepting additional time or hours. Said employee shall not receive any disciplinary action for refusal of requested additional time or hours.

In the event an employee does not answer the telephone or is not able to commit to work the vacancy during the telephone call, then the Employer will move on to call the next appropriate employee on the seniority list. Once an employee has agreed to work the vacancy/need for additional staff, she may not be bumped by a senior employee.

Section 9. Charge Nurse Pay. In the event the Hospital assigns a nurse as Charge Nurse in the absence of a supervisor or Clinical Director, the charge nurse will be in the building and documented on the daily assignment sheet for each shift, and paid charge nurse pay of \$2.00 per hour. Nurses assigned charge nurse duties cannot refuse such assignment.

Section 10. Unscheduled Weekend Hours. Employees, excluding weekend program employees, that pick up any extra weekend hours that they would not have otherwise worked shall receive time and one half (1 ½) times pay for hours worked, and call in pay referenced in Section 8 of this Article does not apply to hours covered in this section.

Section 11. Orientation Pay. RNs/LPNs assigned to train new employees within the Hospital's orientation program shall receive an additional \$1.75 per hour for those hours assigned, in addition to the employee's regular hourly rate.

Section 12. Extra Pre-Scheduled Shifts. Employees that sign up for and work extra pre-scheduled shifts of eight (8) hours or more shall receive an additional \$50.00 per shift. Call-in pay referenced in Sections 7 and 8 of this Article does not apply to shifts covered by this section.

Section 13. Weekend Differential. Employees regularly scheduled to work on a weekend, excluding weekend program employees, shall receive an additional \$1.50 per hour for all hours worked on such weekends.

ARTICLE 10
Sickness

Section 1. Sick Leave. All current bargaining unit employees shall receive three (3) days sick leave which can only be used to compensate employees at their regular hourly rate of pay for the first three (3) days of the disability waiting period. I.e.; no payment for immediate hospitalization but only for first three (3) days of disability coverage. NOTE: You must have been paid for at least one (1) day of disability. These sick days may not be used for any other purpose. The maximum accrual is two (2) - three (3) day periods and will be lost if not used. Shall renew each July 1 of contract period.

Section 2. Health/Dental Insurance. The Hospital shall contribute 85% of the cost of the premium for single health and dental insurance coverage for employees regularly working at least eighty-five (85) hours per month. The Hospital shall contribute 75% of the cost of the premium for family health and dental insurance coverage for employees regularly working at least eighty-five (85) hours per month.

The Hospital shall designate the insurance carriers and may change carriers from time to time, provide the coverage available to the employees remains essentially similar. The Hospital will discuss the changes with the Union.

Section 3. Employees laid off shall receive payment by the Hospital of the Hospital's contributions toward laid off employee's health insurance cost as described above. This payment shall be for the health insurance plan that the employee was currently participating in at the time he or she was laid off by the Hospital for a period of time not to exceed three (3) months. In the event the employee was not participating in any health insurance plan offered by the Hospital, then he or she will not be eligible for any payments.

In order to be eligible for this health insurance premium payment, the laid off employee must not have health insurance available to him or her through any other source and must affirm this fact in writing to the Hospital each month in order to be eligible for this health insurance premium payment.

Section 4. Physical Exams. Physicals or examinations requested by the Employer shall be paid for by the Employer. The Employer may designate the physician or the employee may have his/her physician perform the examination and report the results to the Hospital, in which case the Hospital will reimburse the employee out of pocket expenses up to the amount of what the Hospital usually pays its physician(s) for the examination(s).

Section 5. Disability Insurance. The Hospital has short-term medical disability insurance for full-time employees and part-time employees, regularly working at least twenty (20) hours per week. The Hospital shall pay the premium for those eligible.

Section 6. Notice. Employees who are prevented by sickness from reporting to work must promptly notify the supervisor before the shift begins to allow for staffing adjustment. If the sickness continues, employee shall call in to keep the supervisor informed. If the sickness

exceeds eighteen (18) calendar days, the Hospital may require up to seven (7) calendar days notice of return to work. If the employee is released to return to work prior to that time, the Hospital will make reasonable efforts to do so. There shall be no bumping of bargaining unit employees. If an employee is not returned to work before seven (7) calendar days, the employee shall be placed on layoff status for the remaining period of time or may use benefit time at the discretion of the employee.

Section 7. Verification. The Hospital may require the employee to provide written verification of illness from a physician or the Hospital's health service.

Section 8. Falsification. Falsification of sick leave information is dishonesty and cause for discipline or discharge.

Section 9. Any employee who misses a scheduled weekend of work because of illness, accident or injury which shall be verified by a physician's statement will not be required to make up the scheduled weekend missed. An employee who is required to make up a weekend must be scheduled within an eight (8) calendar week period from the date of the scheduled weekend not worked. No employee will be required to make up a scheduled weekend missed after the eight (8) calendar week period.

ARTICLE 11 Vacations

Section 1. All full-time employees who have six (6) months (1040 hours) of seniority are entitled to receive one (1) week of vacation, with forty (40) hours of pay. When they have an additional six (6) months (2080 hours) of seniority, they are entitled to receive an additional week of vacation with forty (40) hours pay. Thereafter they will be entitled to a two (2) week vacation each year until they reach five (5) years of seniority.

Section 2. All full-time employees who have five (5) or more years of seniority are entitled to receive three (3) weeks of vacation with one hundred and twenty (120) hours of pay.

Section 3. All full-time employees who have ten (10) or more years of seniority are entitled to four (4) weeks vacation with one hundred and sixty (160) hours pay.

Section 4. Vacation Requests. Each unit shall develop a yearly calendar for vacation requests beginning on February 16. All vacation requests must be submitted between January 1 and January 31 for the period between February 16 and February 15 of the following year. More senior employees shall have preferences in choosing vacation dates. Vacation times must be approved or denied by the department head by no later than February 15. Requests submitted after January 31 for the upcoming vacation year shall be approved or denied on a first-come, first-served basis with seniority prevailing for same day requests. Requests for times of vacation must be made sufficiently far in advance so that the department work schedules may be timely prepared. Vacation requests must be approved or denied by the department head within thirty (30) calendar days of the request. Every effort will be made to accommodate the employee's request for time off, based upon the staffing needs of the Department.

For 2011 vacations only, there shall be a vacation request period between October 15, 2010 and November 15, 2010 for the time period between January 2, 2011 and February 15, 2011 only. Vacation times must be approved or denied by the department head by no later than December 15, 2010. Note: This is only intended to cover the open transitional period.

When the departmental vacation schedule has been completed, an employee desiring to change his/her scheduled vacation time(s) may not exercise seniority preference to compel a less senior employee to change his/her scheduled vacation.

If an employee finds an approved, qualified person to work for him/her, management will not deny the employee's request for the purpose of using the same person to fill staffing needs.

Section 5. Employees may receive their vacation pay on the last day worked before vacation. They must request their vacation check by the last payday before vacation. Part-time employees are entitled to vacations as set forth above where they have accrued the equivalent number of years of seniority. For computation of vacation, seniority a "year" will be 2080 hours worked, with paid vacations and paid holidays counted as time worked. Pay per week of vacation will be based on the average number of hours per pay period worked during the preceding year.

Section 6. Vacations must be taken in the 12 months following the time earned, if at all possible. If requested vacation is denied by the Employer, the employee has the option of receiving pay for the vacation hours requested or to reschedule said vacation hours at a later time, if possible. Employees shall be allowed to carry over up to forty (40) hours of vacation into the following vacation year. Vacation hours paid in lieu of taking vacation shall be paid at regular time, not overtime.

Section 7. All employees who have earned three (3) or more weeks vacation may request up to three (3) consecutive weeks of vacation at one time which may be granted subject to administrative approval.

Section 8. Employees if granted personal or vacation time off will be allowed to use said time off without being required to find his/her own replacement.

ARTICLE 12

Holidays

Section 1. A. Where practicable, those employees not necessary to the operation of the Hospital shall not be required to work on the following holidays (or days celebrated as such): New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day.

Section 1. B. Employees who are eligible for paid holiday benefits may have four (4) "personal" holidays which may be taken at such time as is mutually agreed between the employee and the employee's supervisor or department head. Employees with four (4) or more years of seniority

may have an additional personal holiday (making a total of five (5) personal holidays) each twelve (12) months.

Section 2. The compensation for full-time employees shall be eight (8) hours of pay for those not required to work. Part-time employees will receive prorated holiday pay based on their average time for those not required to work. If either full-time or part time employees are required to work or volunteer to work on a holiday, they shall receive time and one-half (1 ½) pay for the hours actually worked in addition to the eight (8) hours holiday pay. They may have the option of being scheduled by the Hospital for an alternate day off in lieu thereof, provided this will not interfere with the Hospital's activities. Weekend Program employees who work a weekday holiday shall receive time and one-half (1 ½) their base rate of pay but are not eligible for straight-time holiday pay.

Section 3. Employees must work their scheduled day prior to and after the holiday in order to be eligible for holiday pay. Employees scheduled to work must work the holiday as scheduled for holiday pay. If an employee becomes hospitalized and is therefore unable to work his or her scheduled day prior to or immediately after the holiday because of such hospitalization, the employee will be excused from working and will qualify for holiday pay. If an employee is sent home by a supervisor because of illness or accident during their shift on the holiday said employee(s) shall receive pay for the time already worked plus will qualify for their usual holiday pay. If an employee becomes ill or has an accident, or because of hospitalization and is therefore unable to work his/her scheduled day prior to or immediately after the holiday, or on the holiday, because of such illness or accident or hospitalization, the employee(s) will be excused from working and will qualify for holiday pay.

Section 4. Temporary and probationary employees will not receive holiday pay.

Section 5. For employees scheduled to work Christmas Day, December 25th, an effort will be made to also schedule them Christmas Eve, December 24th. For employees scheduled to work New Year's Day, January 1st, an effort will be made to also schedule them New Year's Eve, December 31st. For employees scheduled off Christmas Day, December 25th, an effort will be made to schedule them off Christmas Eve, December 24th. For employees scheduled off New Year's Day, January 1st, an effort will be made to schedule them off New Year's Eve, December 31st. These are the only holidays affected by the above.

Section 6. This section applies to bargaining unit employees who work weekends. When possible if it is your holiday to work and it falls on your weekend off you will be expected to work even if it is your scheduled weekend off. Employees shall be allowed to trade or exchange holidays and weekends.

If a Christmas or New Years Holiday that the employee has scheduled as a Holiday "off" falls during the employee's scheduled weekend, the employee shall not be required to work that weekend. NOTE: This will require being scheduled two weekends in a row and then being off two weekends in a row.

Section 7. Employees who are eligible for funeral leave under Article 14, Section 7, shall not be denied holiday pay should the holiday fall during funeral leave.

ARTICLE 13
Pension Program

The Employer has a pension program consisting of employee contributions and certain matching Employer contributions. Any contribution by an eligible employee in the minimum amount of two percent (2%) of her annual compensation or a maximum amount of four percent (4%) will receive an equal (matching) contribution from the Employer. Any contributions made by an employee less than two percent (2%) will not receive an Employer contribution. Any employee contributions in excess of four percent (4%) will receive a four percent (4%) contribution from the Employer. The terms of the Plan document will control. Employees participating in the plan may elect to contribute a percentage of their salary beyond the maximum amount matched by the Employer (4%), up to the maximum amount allowed by law and pursuant to the terms of the pension plan.

Employees not currently in the plan will be eligible after working one (1) eligibility year with 1,000 hours of service.

NOTE: Effective January 1, 2010, the Employer's contribution shall be suspended for the duration of this Agreement.

ARTICLE 14
Leave of Absence and Absence from Work

Section 1. Definition. A leave of absence means an absence from work for more than fourteen (14) calendar days approved by the Hospital.

Section 2. Educational Leave. A leave of absence without pay may at the discretion of the Hospital be granted for continuing education up to a total of nine (9) months for full-time and part-time students.

Section 3. Medical Leave. A leave of absence without pay for medical reasons shall be granted by the Hospital in increments of ninety (90) calendar days for up to a total of twelve (12) months upon a physician's recommendation subject to verification by a physician designated by the Hospital at the Hospital's expense. Maternity leave shall be considered as medical leave for purposes of this Article.

Section 4. Request Procedure. Requests for leaves of absence and extensions thereto shall be made in writing to the department head and must be approved, in writing, by the Administrator. Where possible, requests shall be submitted four (4) weeks in advance of the effective date of the leave. The Hospital shall respond to a timely request within two (2) weeks. Prior to taking

leave, an employee shall make use of all earned vacation and personal days. The use of earned vacation and personal days shall not apply to medical leaves.

Section 5. Return. Employees returning from any leave of absence shall inform the Employer at least seven (7) calendar days in advance of their intent to return from a leave of absence. If possible, the employee will be given preference in filling vacancies for which they are qualified.

Section 6. Verification. If requested by the Hospital, employees shall provide satisfactory corroboration of the need for the leave or its extension.

Section 7. Funeral Leave. A leave of absence without loss of pay, of one (1) working day but not more than three (3) working days, will be allowed an employee for the time necessary for the employee to attend the funeral and for necessary travel and funeral arrangement time in connection with the death of the employee's spouse, child, stepchild, parent, grandparent, grandchild, sister, brother, mother-in-law, or father-in-law. For each day lost from work for funeral leave, the employee will receive pay for the number of hours that the employee was scheduled to work on such day or days.

Section 8. Jury Duty. Employees called to jury duty shall be reimbursed for all regularly scheduled hours missed during such duty at their straight hourly rate provided juror payment is given to the Hospital.

ARTICLE 15 Worksite Leaders

Section 1. The Employer recognizes the right of the Union to select not more than three (3) Worksite Leaders, who are employees, in the bargaining unit.

Section 2. A. Worksite Leaders, upon approval from their supervisor, which shall not be unreasonably denied, shall be permitted to leave their work stations for a period of time not to exceed one (1) hour per day at no pay:

1. To present a request for adjustment which has been requested by an employee or group of employees;
2. To investigate a request for adjustment of a dispute so that the request can be presented;

Section 2. B. Worksite Leaders, upon approval from their supervisor, which shall not be unreasonably denied, shall be permitted to leave their work stations for a period of time not to exceed one (1) hour per day with pay:

1. To accompany and represent another employee at a meeting with management when such a meeting may result in disciplinary action;
2. To attend a meeting with representatives of the Employer or Union when such meetings are necessary to present any adjustment of a dispute.

Section 3. The Union agrees to provide the Hospital with an updated written list of Worksite Leaders.

Section 4. The Employer agrees that there will be no discrimination against the authorized Worksite Leaders because of Union activity. Worksite Leaders shall not be hindered, coerced, restrained, or interfered with in the performance of their duties. No Worksite Leader shall leave his/her job while his/her presence is vital for the safe and efficient operation of the Hospital.

Section 5. Members selected by members of the bargaining unit will be entitled to regular pay during negotiations provided they were scheduled to work the shift on which negotiations are being conducted. No overtime pay will be authorized for those hours of negotiation.

Section 6. Short Term Leave. Three (3) leaves of absence per contract year shall be granted in order for employees to participate in Union activities. Each leave of absence shall not exceed five (5) workdays. Only one (1) employee can be off on leave at one time. The Union shall provide at least thirty (30) calendar days written notice prior to the posting of the permanent schedule for each leave.

Section 7. Long Term Leave. A leave of absence for a period not to exceed one (1) year shall be granted to one (1) employee in order to accept a full-time position with the Union. The Union shall provide at least thirty (30) calendar days written notice prior to the posting of the permanent schedule for this leave. The employee shall not lose nor accrue bargaining unit seniority during this period. An employee returning before or at three (3) months shall return to his/her former unit and position. After three (3) but within six (6) months the employee shall return to a comparable position, if one exists.

ARTICLE 16 Union Representation

Section 1. Visitation. Duly authorized Union staff representative shall be granted access at reasonable times to enter the Employer's facility when such visits are necessitated by matters concerning the administration of this Agreement, are pertinent to expediting a Hospital-Union matter or assisting in processing grievances. The Union representative shall before or upon arrival at the facility, obtain approval from the Administrator or his/her designee, to transact union business.

Section 2. Bulletin Boards. The Hospital will permit the Union the use of one (1) bulletin board. The Hospital may examine for approval any material to be placed thereon, provided such approval is not unreasonably withheld.

Section 3. Negotiations. In negotiations with the Hospital, the Union will be represented by not more than four (4) persons who are members of the Union. The Union will keep the Hospital currently advised, in writing, of the names of the members of the Union Negotiating Committee, and the Hospital need not meet with or deal with any others.

ARTICLE 17
Union Activities

Except where otherwise specifically provided in this Agreement, no union activities will be conducted in patients' rooms, public corridors or other public areas or in work areas at any time, and no employee will engage in any union activities while he or she is on duty. Union activities include such activities as dues collection, solicitation of members, distribution of union literature and other union information, and similar activities.

ARTICLE 18
Cooperation and Respect

The Employer and the Union agree to cooperate with one another in an effort to assure efficient operations, to serve the needs of patients and the community and to meet the highest standards in such service. The parties agree to act at all times in such a manner as to assure proper dignity and mutual respect.

ARTICLE 19
Labor/Management Meetings

The parties agree that full cooperation and understanding between the parties and a harmonious relationship will promote efficient performance which is in the interest of both the employees and the Hospital. To this end, parties recognize that matters other than formal grievances may arise which may be appropriate to discuss in a labor-management meeting. Meetings will be scheduled on a quarterly basis or more frequently as are mutually agreed upon for discussion and/or resolution of reasonable and appropriate subjects, with the Employer's representative and the Union's representative in attendance. Management will, staffing permitting, make reasonable efforts to provide coverage for the work site leader to attend the meeting. One work site leader in attendance at the meeting shall be in paid status.

ARTICLE 20
Strikes and Lockouts

The Union agrees for itself and the employees covered by this Agreement, that there shall be no picketing, strikes, sympathy strikes, sit-downs or any other intentional disruption of the Hospital's operations and the Hospital agrees that there shall be no lockout during the life of the Agreement; it being the mutual desire of both parties to provide uninterrupted and continuous service at all times.

Employees violating this Article shall be subject to immediate discharge. Both parties mutually agree that disputes arising from this Agreement shall be settled through the grievance and arbitration procedure in order to provide continued and uninterrupted service to the community.

ARTICLE 21
Management Rights

Except where otherwise provided in this Agreement, the Hospital has the sole and exclusive right to determine the number of employees to be employed, the duties of each and the manner, nature and place of their work, whether or not any of the work will be contracted out, and all other matters pertaining to the management and operation of the Hospital including but not limited to the direction of all operations in the Hospital, establishment of reasonable work rules, the discipline of employees pursuant to Article 6, the assignment and transfer of employees, the determination of the number and classification of employees needed to provide services, the right to establish reasonable schedules of work, the right to hire, promote, schedule and assign employees, the right to lay off employees, the right to maintain efficient operations, take whatever action is necessary to comply with state or federal law, to introduce new or improved methods or facilities, to change existing methods, or facilities, to determine the means, methods and personnel by which operations are to be conducted and to take whatever action is necessary to carry out the functions of the Hospital in cases of emergency. This section shall not be used for the purpose of destroying the bargaining unit.

ARTICLE 22
Job Posting

Bargaining unit permanent job openings will be posted on designated bulletin boards for five (5) calendar days before permanently filling a position, but the Hospital may fill any opening on a temporary basis without posting. In the filling of any vacancy, qualified employees presently employed within the bargaining unit shall be preferred over other applicants. In the event two (2) or more qualified bargaining unit employees apply for the vacant position, the employee with the greater seniority shall be given preference in filling the vacancy.

ARTICLE 23
Subcontracting

The Hospital agrees that in the event it becomes economically feasible to subcontract work performed by bargaining unit employees, the Hospital will advise the Union of its decision thirty (30) calendar days in advance (unless under the circumstances it is unable to do so) and will negotiate with the Union regarding its impact on the bargaining unit.

Where such subcontracting causes a reduction in the work force, a displaced employee shall be transferred to fill a vacancy within the bargaining unit, if any, for which she is qualified. If no such vacancy exists, the Employer will so notify the Union in writing. If the Union makes a written request to the Employer within ten (10) calendar days of the notice of no vacancy, the parties will bargain over an option of severance pay for the impacted employee.

ARTICLE 24
Dues and Political Action Deductions

Section 1. Dues Checkoff. During the term of this Agreement, the Employer shall deduct the amount of Union dues of the two (2) pay dates of each month from the wages of the employees covered by this Agreement who voluntarily sign a Union check off authorization form. When filed with the Employer, the checkoff authorization form will be honored in accordance with its terms. The Employer shall remit the dues payment to the secretary/treasurer of SEIU Healthcare District 1199 Wisconsin within thirty (30) days.

The Union shall indemnify the Employer and hold it harmless against any and all suits, claims, demands and liabilities that may arise out of any action taken by the Employer for purposes of complying with this section. The Employer shall remit dues collected to the following address: 4513 Vernon Boulevard, Suite 300, Madison, WI 53705.

All employees who have voluntarily executed a Union checkoff authorization form, and were members of SEIU Healthcare District 1199 Wisconsin as of the date of ratification of this Agreement, will remain members of SEIU Healthcare District 1199 Wisconsin and will have their dues deducted as per this section for the term of this Agreement. Any employees joining SEIU Healthcare District 1199 Wisconsin after such date, will maintain their membership in the organization after they have voluntarily executed a Union checkoff authorization form and will thereafter have their dues deducted per this section for the term of this Agreement.

Section 2. Political Action Checkoff. Upon receipt of a voluntary written individual authorization form for political action contributions, the Employer shall deduct from the pay of the employee the amount of the political action contribution authorized by the employee. This authorization may be terminated in accordance with the terms of the authorization form the employee has on file with the Employer. The Employer shall remit the political action contributions collected using the same procedure as for remitting dues in Section 1 above.

The Union shall indemnify the Employer and hold it harmless against any and all suits, claims, demands and liabilities that may arise out of any action taken by the Employer for purposes of complying with this section.

ARTICLE 25
Lunch Periods

Employees are allowed a thirty (30) minute lunch period without pay. Lunch periods may be taken inside or outside of the building. However, employees are expected to be back at work on time.

Lunch periods will be scheduled by the supervisor. Employees must clock out and back in for lunch periods if they leave the building.

ARTICLE 26
Rest Periods

An employee shall be entitled to two (2) fifteen (15) minute break periods in the course of each eight (8) hour shift. These breaks shall be as scheduled by the supervisor.

ARTICLE 27
List of Employees and Policies

Section 1. List of Employees. Each month the Hospital will furnish the Union with an updated alphabetical list of name, address, phone number, hire date, classification, rate of pay and total accumulated hours of employment with the Hospital of each employee of the Bargaining Unit. Each month the Hospital will give the Worksite Leader and Union an alphabetical list of new hires and terminations for the month.

Section 2. Policies. The Hospital will provide the Union with a copy of all personnel policies and work rules governing bargaining unit employees in effect as of January 1, 2010. Any changes made to those personnel policies and work rules shall be provided to the Union. The Union retains all legal rights with respect to personnel policies and work rules including, but not limited to, filing a grievance per Article 8.

ARTICLE 28
Wages

Beginning with July 1, 2010, pay period Schedule A will become effective.

If the Employer wishes to increase wages or benefits or both during the life of this Agreement, the Union and the Employer will meet to discuss the impact of such increase(s).

Management has the right to add new employees hired after January 1, 2010, to the wage schedule up to and including the 8,320 hour wage step for past comparable work experience. Placement for new hires beyond that step can only occur by mutual agreement. For 2010 and 2011 only, new employees hired after ratification of this Agreement may be placed on the wage schedule up to and including the 6,240 hour wage step for past comparable work experience. The preceding sentence will sunset on December 31, 2011.

ARTICLE 29
Contract Duration and Renewal

This Agreement shall be in effect as of January 1, 2010, and shall remain in effect until December 31, 2011. Subsequently, the Agreement shall remain in full force and effect from year to year unless either party shall notify the other, in writing, at least ninety (90) days prior to expiration of this Agreement of their intention to change, modify or terminate the Agreement.

FOR THE EMPLOYER:

Jeremy Normington, CEO

FOR THE UNION:

Dian Palmer, President

Bonita Strauss, Union Staff Representative

Ronald A. Hudson, Union Staff Representative

_____, Committee Member

_____, Committee Member

_____, Committee Member

_____, Committee Member

SIDE LETTER OF AGREEMENT #1
Re: Outsourcing

The parties agree that for the duration of the 2010-2011 collective bargaining agreement the Employer may continue to maintain outsourcing as needed for net cost savings in 2010 and 2011 provided that:

- (1) Notice is provided to the Union at least two (2) weeks in advance with cost savings analysis documentation.
- (2) The Union can request to meet and provide alternatives.

This Side Letter of Agreement shall sunset on December 31, 2011.

FOR THE EMPLOYER:

FOR THE UNION:

Jeremy Normington, CEO

Dian Palmer, President

Bonita Strauss, Union Staff Representative

Ronald A. Hudson, Union Staff Representative

_____, Committee Member

_____, Committee Member

_____, Committee Member

_____, Committee Member

SIDE LETTER OF AGREEMENT #2

Re: Limits on Wage Increases

The Employer agrees that for calendar year 2010 it will limit any wage increases for each of the following groups to the total amount of the savings for that group as a result of going to the \$250/\$500 preventative care health insurance plan in July of 2010:

OPEIU bargaining unit
Non-bargaining unit hourly employees
Management employees

Increases due to added responsibilities and/or promotions as a result of restructuring (e.g., downsizing, temporary filling of vacancies) are not subject to this provision.

The Employer agrees that for calendar year 2011 it will limit any wage increases for each of the following groups to two and six-tenths percent (2.6%) of the total wage cost of that group:

OPEIU bargaining unit
Non-bargaining unit hourly employees
Management employees

Increases due to added responsibilities and/or promotions as a result of restructuring (e.g., downsizing, temporary filling of vacancies) are not subject to this provision.

The Employer will not offer any new or increased benefits to any employee group exclusive of medical staff (i.e., MDs, PAs and NPs) during calendar year 2010 or 2011 unless it is also offered to the bargaining unit employees.

[Signatures to this Side Letter of Agreement #2 are on the following page]

FOR THE EMPLOYER:

Jeremy Normington, CEO

FOR THE UNION:

Dian Palmer, President

Bonita Strauss, Union Staff Representative

Ronald A. Hudson, Union Staff Representative

_____, Committee Member

_____, Committee Member

_____, Committee Member

_____, Committee Member

SIDE LETTER OF AGREEMENT #3
Re: Security Health Plan

The parties agree as follows:

- (1) Effective July 1, 2010 the current Security Health Plan offered by the Employer will be replaced with the Security Health Plan that has a \$250/\$500 deductible with preventative healthcare benefits as more fully discussed at the bargaining table.

FOR THE EMPLOYER:

Jeremy Normington, CEO

FOR THE UNION:

Dian Palmer, President

Bonita Strauss, Union Staff Representative

Ronald A. Hudson, Union Staff Representative

_____, Committee Member

_____, Committee Member

_____, Committee Member

_____, Committee Member

SIDE LETTER OF AGREEMENT #4
Re: Casual Employees Hourly Wage Rates

The parties agree that casual employees shall be paid the following hourly wage rates:

- | | | |
|-----|------|------------------|
| (1) | RNs | \$33.00 per hour |
| (2) | LPNs | \$23.00 per hour |

FOR THE EMPLOYER:

Jeremy Normington, CEO

FOR THE UNION:

Dian Palmer, President

Bonita Strauss, Union Staff Representative

Ronald A. Hudson, Union Staff Representative

_____, Committee Member

_____, Committee Member

_____, Committee Member

_____, Committee Member

APPENDIX A
Re: Weekend Program

The Hospital currently has a Weekender staff program. It is understood that the Hospital may, at its sole discretion, eliminate, narrow or expand this program completely or on a unit by unit basis. Before eliminating, expanding or narrowing the program the Hospital will provide the Union with thirty (30) calendar days written notice of its proposed action, and upon request will meet and discuss the changes and any potential alternatives with the Union. In the event an agreeable alternative cannot be reached, the Hospital may proceed to implement the changes.

Work Hours:

There will be two shifts:

7:00 a.m. Saturday – 7:00 p.m. Saturday, and 7:00 a.m. Sunday – 7:00 p.m. Sunday.

7:00 p.m. Saturday – 7:00 a.m. Sunday, and 7:00 p.m. Sunday – 7:00 a.m. Monday.

Pay:

Base rate of pay will be determined using the scale and rules in the current contract. A premium rate of time and one-half will be paid for scheduled weekends worked. An additional premium of \$1.05 per hour will be paid for scheduled weekend hours worked between 7:00 p.m. – 7:00 a.m.

Benefits:

Health/Dental Insurance: Hospital's current plan. As per collective bargaining agreement.

Retirement Plan: Hospital's current plan.

Short Term Disability: Hospital's current plan.

Life Insurance: Hospital's current plan

Vacation:

Employees hired directly into the Program in good standing will be eligible for one (1) paid weekend off after the following amounts of time: Six (6) months, twelve (12) months, eighteen (18) months, twenty-four (24) months, and then every four (4) months thereafter. Current employees that enter into the weekend program will be eligible for one (1) paid weekend off every four (4) months.

Only one (1) weekend per year can be requested with a Holiday. Hospital Holidays are New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas.

If a Holiday occurs on a weekend day, employees in the Program will work that day at their usual Program rate of pay.

Additional Hours:

Any employee in the Program who works hours in addition to those covered by the Program will receive his/her base rate of pay. Overtime will be calculated on actual hours worked using a seven (7) day, forty (40) hour workweek. Additional hours worked during the week will accrue for vacation, seniority, retirement, advancement on the wage schedule purposes.

Funeral Leave:

A leave of absence without loss of pay for up to two (2) days, will be allowed an employee for the time necessary for the employee to attend the funeral and for necessary travel and funeral arrangement time in connection with death of the employee's spouse, child, stepchild, parent, grandparent, grandchild, sister, brother, mother-in-law, or father-in-law. For the day(s) lost from work, the employee will receive pay for the number of hours that the employee was scheduled to work on such day, up to twenty-four (24) hours.

Terms of Collective Bargaining Agreement:

The terms and conditions of the current Collective Bargaining Agreement apply to Weekender Staff Program employees unless there is a conflict with this Appendix, in which case the terms of this Appendix will govern.

[Signatures to this Appendix A are on the following page]

FOR THE EMPLOYER:

Jeremy Normington, CEO

FOR THE UNION:

Dian Palmer, President

Bonita Strauss, Union Staff Representative

Ronald A. Hudson, Union Staff Representative

_____, Committee Member

_____, Committee Member

_____, Committee Member

_____, Committee Member

APPENDIX B
Re: Weekend Program – Lab

The Hospital currently has a Weekender staff program. It is understood that the Hospital may, at its sole discretion, eliminate, narrow or expand this program completely or on a unit by unit basis. Before eliminating, narrowing or expanding the program the Hospital will provide the Union with thirty (30) calendar days written notice of its proposed action and upon request will meet and discuss the changes and any potential alternatives with the Union. In the event an agreeable alternative cannot be reached the Hospital may proceed to implement the changes.

Work Hours:

There will be one shift for one employee:

7:00 a.m. Saturday – 7:00 p.m. Saturday, and 7:00 a.m. Sunday – 7:00 p.m. Sunday.

On call: 7:00 p.m. Saturday – 7:00 a.m. Sunday, and 7:00 p.m. Sunday – 7:00 a.m. Monday.

Pay:

Base rate of pay will be determined using the scale and rules in the current contract.
Pay for 40 hours per weekend worked as determined in the above work hours.

Benefits:

Health/Dental Insurance: As per collective bargaining agreement.

Retirement Plan: As per collective bargaining agreement.

Short Term Disability: As per collective bargaining agreement.

Life Insurance: As per collective bargaining agreement.

Vacation:

Employees hired directly into the Program in good standing will be eligible for one (1) paid weekend off after the following amounts of time: Six (6) months, twelve (12) months, eighteen (18) months, twenty-four (24) months, and then every four (4) months thereafter. Current employees that enter into the weekend program will be eligible for one (1) paid weekend off every four (4) months at their base rate of pay.

Only one (1) weekend per year can be requested with a Holiday. Hospital Holidays are New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas.

If a Holiday occurs on a weekend day, employees in the Program will work that day at their usual Program rate of pay.

One additional weekend off with pay per calendar year will be allowed with management approval.

Additional Hours:

Any employee in the Program who works hours in addition to those covered by the Program will receive his/her base rate of pay. Overtime will be calculated on actual hours worked using a seven (7) day, forty (40) hour workweek. Additional hours worked during the week will accrue for vacation, seniority, retirement, advancement on the wage schedule purposes.

Funeral Leave:

A leave of absence without loss of pay for up to two (2) days, will be allowed an employee for the time necessary for the employee to attend the funeral and for necessary travel and funeral arrangement time in connection with death of the employee's spouse, child, stepchild, parent, grandparent, grandchild, sister, brother, mother-in-law, or father-in-law. For the day(s) lost from work, the employee will receive their base hourly rate of pay for the number of hours that the employee was scheduled to work on such day, up to twenty-four (24) hours.

Terms of Collective Bargaining Agreement:

The terms and conditions of the current Collective Bargaining Agreement apply to Weekender Staff Program employees unless there is a conflict with this Appendix, in which case the terms of this Appendix will govern.

[Signatures to this Appendix B are on the following page]

FOR THE EMPLOYER:

Jeremy Normington, CEO

FOR THE UNION:

Dian Palmer, President

Bonita Strauss, Union Staff Representative

Ronald A. Hudson, Union Staff Representative

_____, Committee Member

_____, Committee Member

_____, Committee Member

_____, Committee Member

SCHEDULE A -- Wage Schedule

Moundview Memorial Hospital & Clinics -- SEIU Healthcare District 1199 Wisconsin

1/1/2010	Begin Hours	1040 Hours	2080 Hours	4160 Hours	6240 Hours	8320 Hours	10400 Hours	14560 Hours	20800 Hours	24960 Hours	31200 Hours	41600 Hours	52000 Hours	62400 Hours
RN	\$21.22	\$21.91	\$22.96	\$23.78	\$24.70	\$25.72	\$27.06	\$27.61	\$28.16	\$28.69	\$29.29	\$30.45	\$33.50	\$36.85
LPN	\$15.57	\$16.06	\$16.91	\$17.51	\$18.17	\$18.92	\$19.92	\$20.31	\$20.72	\$21.12	\$21.54	\$22.40	\$24.64	\$27.10
Med Tech	\$18.64	\$19.26	\$20.26	\$21.01	\$21.86	\$22.79	\$24.05	\$24.52	\$24.99	\$25.47	\$25.95	\$26.97	\$30.47	\$34.32
MLT	\$14.64	\$15.57	\$17.02	\$17.36	\$17.69	\$18.03	\$18.38	\$18.74	\$19.10	\$19.47	\$19.85	\$20.38	\$22.95	\$25.78
Graduate Nurse	\$21.03													

7/1/2010	Begin Hours	1040 Hours	2080 Hours	4160 Hours	6240 Hours	8320 Hours	10400 Hours	14560 Hours	20800 Hours	24960 Hours	31200 Hours	41600 Hours	52000 Hours	62400 Hours
RN	\$21.42	\$22.11	\$23.16	\$23.98	\$24.90	\$25.92	\$27.26	\$27.81	\$28.36	\$28.89	\$29.49	\$30.65	\$33.70	\$37.05
LPN	\$15.77	\$16.26	\$17.11	\$17.71	\$18.37	\$19.12	\$20.12	\$20.51	\$20.92	\$21.32	\$21.74	\$22.60	\$24.84	\$27.30
Med Tech	\$18.84	\$19.46	\$20.46	\$21.21	\$22.06	\$22.99	\$24.25	\$24.72	\$25.19	\$25.67	\$26.15	\$27.17	\$30.67	\$34.52
MLT	\$14.84	\$15.77	\$17.22	\$17.56	\$17.89	\$18.23	\$18.58	\$18.94	\$19.30	\$19.67	\$20.05	\$20.58	\$23.15	\$25.98
Graduate Nurse	\$21.23													

1/1/2011	Begin Hours	1040 Hours	2080 Hours	4160 Hours	6240 Hours	8320 Hours	10400 Hours	14560 Hours	20800 Hours	24960 Hours	31200 Hours	41600 Hours	52000 Hours	62400 Hours
RN	\$21.93	\$22.63	\$23.70	\$24.54	\$25.48	\$26.52	\$27.89	\$28.45	\$29.01	\$29.55	\$30.16	\$31.34	\$34.46	\$37.87
LPN	\$16.17	\$16.67	\$17.53	\$18.15	\$18.82	\$19.58	\$20.60	\$21.00	\$21.42	\$21.83	\$22.26	\$23.13	\$25.42	\$27.93
Med Tech	\$19.30	\$19.93	\$20.95	\$21.72	\$22.58	\$23.53	\$24.82	\$25.30	\$25.78	\$26.27	\$26.75	\$27.80	\$31.37	\$35.29
MLT	\$15.22	\$16.17	\$17.65	\$17.99	\$18.33	\$18.68	\$19.03	\$19.40	\$19.77	\$20.15	\$20.53	\$21.07	\$23.69	\$26.58
Graduate Nurse	\$21.74													

NOTE: All employees will remain in the same wage step they were in as of January 1, 2010 for the duration of this Agreement. Employees hired on or after January 1, 2010 shall remain in the wage step they are hired at for the duration of this Agreement. (See Article 28).