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BY:.....

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is effective as of Friday, March 26, 2010 (the "Effective Date"), and is entered into by and between The Service Employees International Union, Local 199 ("SEIU") and The Finley Hospital ("Finley"), an Iowa non-profit hospital.

RECITALS

1. Finley is a licensed, acute, general hospital located in Dubuque, Iowa.
2. SEIU is the exclusive representative of the nurses at Finley Hospital.
3. The parties entered into a collective bargaining agreement ("Contract") on April 9, 2009. The Contract expires on May 8, 2010. The parties desire to extend the terms of the Contract pursuant to the terms of this Memorandum of Agreement.

NOW, THEREFORE, SEIU and Finley agree as follows:

1. Wages Article 24.3 shall be amended as follows:

Base Rate Increases During Term of Agreement. Effective June 1, 2010 and June 1, 2011, all Nurses not on probation will receive a two (2) percent wage increase. If a Nurse's base rate is at the top of the range for his/her position, and the Nurse is not on probation, such Nurse will receive a lump sum of payment of two (2) percent of his/her current base rate, calculated in the manner set forth in Exhibit D.

2. Duration. Article ^{38 ASU}28 shall be amended as follows:

This Agreement shall be effective upon ratification by the Union. This Agreement shall expire 18 months after its effective date of May 8, 2010, which is midnight on November 7, 2011.

3. Exhibit C of the Contract shall be amended as follows:

See Addendum A attached hereto.

4. All other terms and provisions of the Contract shall remain intact and be given their full force and effect.

THE FINLEY HOSPITAL

By: Karla Waadbeley
John Knox, President/CEO
Karla Waadbeley, HR Director

**THE SERVICE EMPLOYEES
INTERNATIONAL UNION, LOCAL 199**

By: Audie Schmitt 3/12/2010

Exhibit C
The Finley Hospital
Pay Range Scale
Effective 7/6/08
Updated 2/22/10

Position	Minimum	Maximum	Updated Minimum	Updated Maximum
Clinic RN	\$14.69	\$23.27	\$15.20	\$24.08
Community Health RN 1	\$15.45	\$24.48	\$15.99	\$25.33
Community Health RN 2	\$16.04	\$25.42	\$16.61	\$26.31
Unit Coordinator (VNA)	\$16.04	\$25.42	\$16.61	\$26.31
Occ Health RN	\$17.57	\$27.71	\$18.19	\$28.68
Employee Health Cdr	\$17.57	\$27.71	\$18.19	\$28.68
RN SN1/SN2	\$18.13	\$27.03	\$18.76	\$27.97
RN SN3	\$18.13	\$27.71	\$18.76	\$28.68
Cdr Staffing/Patient Placement	\$18.32	\$29.01	\$18.96	\$30.02
QM Professional	\$18.32	\$29.01	\$18.96	\$30.02
Diabetes Cdr	\$18.46	\$29.25	\$19.11	\$30.27
MDS Cdr	\$18.50	\$29.29	\$19.15	\$30.32
Enterostomal Therapist	\$18.65	\$29.54	\$19.30	\$30.57
RN CN1	\$18.68	\$28.45	\$19.33	\$29.44
Cardiac Rehab Cdr	\$19.15	\$30.32	\$19.82	\$31.38
Educator	\$19.15	\$30.32	\$19.82	\$31.38
EMS Cdr	\$19.15	\$30.32	\$19.82	\$31.38
IT Liaison	\$19.15	\$30.32	\$19.82	\$31.38
QM Cdr	\$19.15	\$30.32	\$19.82	\$31.38
RN CN2	\$19.24	\$29.25	\$19.91	\$30.27
RN (Resource Pool)	\$19.43	\$27.30	\$20.11	\$28.26
RN CN3	\$19.82	\$30.03	\$20.51	\$31.08
Document Assurance Professional	\$19.99	\$31.69	\$20.69	\$32.80
Safety Officer	\$19.99	\$31.69	\$20.69	\$32.80
Clinic Nurse Specialist	\$22.01	\$34.87	\$22.78	\$36.09
Nurse practitioner	\$24.35	\$38.54	\$25.20	\$39.89