

**COLLECTIVE BARGAINING AGREEMENT**

**Between**

**FLOYD COUNTY MEMORIAL HOSPITAL**

**And**

**UNITED FOOD AND COMMERCIAL  
WORKERS, DISTRICT LOCAL UNION 431**

**July 1, 2017 – June 30, 2020**

## PREAMBLE

This Agreement is made and entered into at Charles City, Floyd County, Iowa, this 24 day of May, 2017, by and between Floyd County Medical Center (hereinafter referred to as "Employer" or "Hospital") and the United Food and Commercial Workers, District Local 431 (hereinafter referred to as the "Union"), and the parties hereto agree that it is the practice of the Employer and the Union to promote harmonious and cooperative relationship between the Employer and its employees.

The Employer and the Union, through good faith negotiations, have reached certain understandings, which are set forth below.

## ARTICLE 1 – RECOGNITION AND DEFINITIONS

### 1.1 RECOGNITION

The Employer hereby recognizes the Union (chartered by United Food and Commercial Workers International Union, formerly the Retail Clerks International Association, AFL-CIO) as a designated and certified exclusive bargaining representative for the employees of the Employer, as provided by the Order of Certification of the Public Employment Relations Board of the State of Iowa dated December 9, 1975, Case No. 510, as amended in Case No. 3114 on the 26<sup>th</sup> day of February, 1986, in the following bargaining unit:

**INCLUDED:** All regular full-time and regular part-time employees of the Floyd County Hospital, including professional employees and clerical employees.

**EXCLUDED:** CFO, Director of Human Resources, admissions clerk, data processing, dietician, speech therapy, education director, administrator, administrative assistant, director of nurses, supervisors and supervisors of these departments; laboratory, pharmacy, maintenance, housekeeping, food service, emergency, obstetrics, pediatrics, surgery, medical and surgical units, radiology, materials management, medical records and business office, confidential employees, coordinator of utilization, and all other persons excluded by Section 4 of the Act.

## ARTICLE 2 – WAGES

### 2.1 WAGE SCHEDULE


1. There will be two (2%) percent general wage increases during each year of this agreement. Wage Schedule A hereto attached shall become effective with the commencement of the pay period which falls closest to July 1, 2017. Schedule B hereto attached shall become effective with the commencement of the pay period which falls closest to July 1, 2018. Schedule C hereto attached shall become effective with the commencement of the pay period which falls closest to July 1, 2019.

2. Effective with the 2017-2018 contract year the Lab Tech, MLT shall be moved to Class 12A and Classifications 16 and 18 will be amended by adding "or wound care" at the end of the job class description.

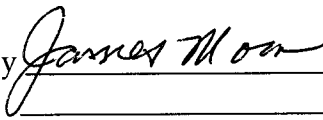
**ARTICLE 3 – DURATION – SIGNATURE CLAUSE**

3.1 SIGNATURE CLAUSE

**UNITED FOOD AND COMMERCIAL  
WORKERS, DISTRICT LOCAL 431**

By   
Its Business Representative

**FLOYD COUNTY MEMORIAL  
HOSPITAL COMMISSION**

By  5-25-17  
Chairman

By   
Its Chief Negotiator

**Wage Schedule beginning 06/25/2017**

Job Class	Steps: FT: PT:	A	B	C	D	E	F	G	Longevity	Longevity
		START START	3 mo. 520 hrs.	6 mo. 1040 hrs.	12 mos. 2080 hrs.	18 mos. 3120 hrs.	30 mos. 5200 hrs.	60 mos. 10,400 hrs.	10 yrs. 10 yrs. Additional	20 yrs. 20 yrs. Additional
1	Material Assistant Dietary Assistant Maid	\$11.26	\$11.90	\$12.55	\$13.77	\$15.07	\$15.23	\$15.36	\$0.31	\$0.15
2	Clerk I	\$11.76	\$12.48	\$13.06	\$14.33	\$15.69	\$15.82	\$15.97	\$0.32	\$0.16
3	Cook Janitor	\$11.94	\$12.48	\$13.18	\$13.96	\$14.64	\$15.91	\$16.07	\$0.32	\$0.16
4	Surgical Assistant Nursing Assistant	\$12.48	\$12.90	\$13.70	\$14.52	\$15.23	\$16.49	\$16.66	\$0.33	\$0.17
5	Clerk II Admissions Clerk I Ward Clerk	\$12.75	\$13.28	\$14.12	\$14.98	\$15.69	\$17.00	\$17.14	\$0.34	\$0.17
5a	Admissions Clerk II Pharmacy Tech	\$12.93	\$13.46	\$14.31	\$15.19	\$15.89	\$17.20	\$17.35	\$0.35	\$0.17
6	Insurance Clerk Admissions Clerk III	\$13.13	\$13.67	\$14.50	\$15.39	\$16.08	\$17.39	\$17.56	\$0.35	\$0.18
7	Medical Secretary	\$13.70	\$14.25	\$15.21	\$16.09	\$16.84	\$18.34	\$18.47	\$0.37	\$0.18
8	Licensed Practical Nurse Medical Assistant Maintenance Assistant	\$15.41	\$16.07	\$17.03	\$18.00	\$18.82	\$20.34	\$20.50	\$0.41	\$0.21
9	LPN with ACLS or Neonatal Certification or IV Therapy	\$17.66	\$18.38	\$19.28	\$20.24	\$21.03	\$22.63	\$22.78	\$0.46	\$0.23
10	Assistant Engineer	\$17.66	\$18.38	\$19.54	\$20.70	\$21.69	\$23.27	\$23.39	\$0.47	\$0.23
11	Radiology Tech I	\$22.03	\$22.73	\$24.01	\$25.14	\$26.09	\$27.82	\$28.07	\$0.56	\$0.28
12	Computer Tech	\$21.30	\$22.17	\$23.56	\$24.82	\$25.93	\$27.90	\$28.04	\$0.56	\$0.28
12A	Radiology Tech II, Lab Tech MLT	\$22.65	\$23.42	\$24.71	\$25.81	\$26.85	\$28.55	\$28.68	\$0.57	\$0.29
13	Radiology Tech III	\$23.22	\$23.96	\$25.25	\$26.53	\$28.08	\$29.07	\$29.60	\$0.59	\$0.30
14	Ultrasound Tech	\$25.21	\$25.98	\$27.21	\$28.62	\$30.09	\$31.05	\$31.60	\$0.63	\$0.32
15	Registered Nurse (ADN/Diploma)	\$24.99	\$25.79	\$27.20	\$28.48	\$29.49	\$31.37	\$31.65	\$0.63	\$0.32
16	Registered Nurse (ADN/Diploma) that can be scheduled as primary nurse in ER, Surgery, OB or Wound Care	\$25.71	\$26.56	\$27.97	\$29.18	\$30.22	\$32.15	\$32.35	\$0.65	\$0.32
17	Registered Nurse (BSN)	\$25.59	\$26.39	\$27.76	\$29.07	\$30.12	\$31.96	\$32.23	\$0.64	\$0.32
17A	Med Tech (ASCP)	\$23.65	\$24.44	\$25.88	\$27.67	\$28.70	\$30.01	\$31.38	\$0.63	\$0.31
18	Registered Nurse (BSN) that can be scheduled as primary nurse in ER, Surgery, OB or Wound Care	\$26.33	\$27.16	\$28.51	\$29.76	\$30.82	\$32.73	\$32.93	\$0.66	\$0.33

**Wage Schedule beginning 06/24/2018**

Job Class	Steps: FT: PT:	A	B	C	D	E	F	G	Longevity	Longevity
		START START	3 mo. 520 hrs.	6 mo. 1040 hrs.	12 mos. 2080 hrs.	18 mos. 3120 hrs.	30 mos. 5200 hrs.	60 mos. 10,400 hrs.	10 yrs. 10 yrs.	20 yrs. 20 yrs.
1 Material Assistant Dietary Assistant Maid		\$11.49	\$12.14	\$12.80	\$14.05	\$15.37	\$15.53	\$15.67	\$0.31	\$0.16
2 Clerk I		\$12.00	\$12.73	\$13.32	\$14.62	\$16.00	\$16.14	\$16.29	\$0.33	\$0.16
3 Cook		\$12.18	\$12.73	\$13.44	\$14.24	\$14.93	\$16.23	\$16.39	\$0.33	\$0.16
4 Janitor Surgical Assistant Nursing Assistant		\$12.73	\$13.16	\$13.97	\$14.81	\$15.53	\$16.82	\$16.99	\$0.34	\$0.17
5 Clerk II Admissions Clerk I Ward Clerk		\$13.01	\$13.55	\$14.40	\$15.28	\$16.00	\$17.34	\$17.48	\$0.35	\$0.17
5a Admissions Clerk II Pharmacy Tech		\$13.19	\$13.73	\$14.60	\$15.49	\$16.21	\$17.54	\$17.70	\$0.35	\$0.18
6 Insurance Clerk Admissions Clerk III		\$13.39	\$13.94	\$14.79	\$15.70	\$16.40	\$17.74	\$17.91	\$0.36	\$0.18
7 Medical Secretary		\$13.97	\$14.54	\$15.51	\$16.41	\$17.18	\$18.71	\$18.84	\$0.38	\$0.19
8 Licensed Practical Nurse Medical Assistant Maintenance Assistant		\$15.72	\$16.39	\$17.37	\$18.36	\$19.20	\$20.75	\$20.91	\$0.42	\$0.21
9 LPN with ACLS or Neonatal Certification or IV Therapy		\$18.01	\$18.75	\$19.67	\$20.64	\$21.45	\$23.08	\$23.24	\$0.46	\$0.23
10 Assistant Engineer		\$18.01	\$18.75	\$19.93	\$21.11	\$22.12	\$23.74	\$23.86	\$0.48	\$0.24
11 Radiology Tech I		\$22.47	\$23.18	\$24.49	\$25.64	\$26.61	\$28.38	\$28.63	\$0.57	\$0.29
12 Computer Tech		\$21.73	\$22.61	\$24.03	\$25.32	\$26.45	\$28.46	\$28.60	\$0.57	\$0.29
12A Radiology Tech II, Lab Tech MLT		\$23.10	\$23.89	\$25.20	\$26.33	\$27.39	\$29.12	\$29.25	\$0.59	\$0.29
13 Radiology Tech III		\$23.68	\$24.44	\$25.76	\$27.06	\$28.64	\$29.65	\$30.19	\$0.60	\$0.30
14 Ultrasound Tech		\$25.71	\$26.50	\$27.75	\$29.19	\$30.69	\$31.67	\$32.23	\$0.64	\$0.32
15 Registered Nurse (ADN/Diploma)		\$25.49	\$26.31	\$27.74	\$29.05	\$30.08	\$32.00	\$32.28	\$0.65	\$0.32
16 Registered Nurse (ADN/Diploma) that can be scheduled as primary nurse in ER, Surgery, OB or Wound Care		\$26.22	\$27.09	\$28.53	\$29.76	\$30.82	\$32.79	\$33.00	\$0.66	\$0.33
17 Registered Nurse (BSN)		\$26.10	\$26.92	\$28.32	\$29.65	\$30.72	\$32.60	\$32.87	\$0.66	\$0.33
17A Med Tech (ASCP)		\$24.12	\$24.93	\$26.40	\$28.22	\$29.27	\$30.61	\$32.01	\$0.64	\$0.32
18 Registered Nurse (BSN) that can be scheduled as primary nurse in ER, Surgery, OB or Wound Care		\$26.86	\$27.70	\$29.08	\$30.36	\$31.44	\$33.38	\$33.59	\$0.67	\$0.34

