

COLLECTIVE BARGAINING AGREEMENT

Between

FLOYD COUNTY MEDICAL CENTER

And

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

July 1, 2020 – June 30, 2023

PREAMBLE

This Agreement is made and entered into at Charles City, Floyd County, Iowa, this ____ day of June, 2020, by and between Floyd County Medical Center (hereinafter referred to as "Employer" or "Medical Center") 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 26th day of February, 1986, in the following bargaining unit:

INCLUDED: All regular full-time and regular part-time employees of Floyd County Medical Center, including professional employees and clerical employees.

EXCLUDED: Administrator, CFO, CNO, human resources director, physicians, advanced practice providers, data processing and payroll clerks, accountant, dietician, speech therapy employees, education director, administration and nursing services administrative assistants, confidential employees, supervisors/ managers/ directors of these departments: clinic, laboratory, pharmacy, maintenance, housekeeping, dietary, emergency, obstetrics, pediatrics, surgery, medical and surgical units, case management, infection prevention, quality improvement, employee health, risk management, clinical informatics, wound care, radiology, materials management, medical records, business office, and patient access.

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, 2020. Schedule B hereto attached shall become effective with the commencement of the pay period which falls closest to July 1, 2021. Schedule C hereto attached shall become effective with the commencement of the pay period which falls closest to July 1, 2022.

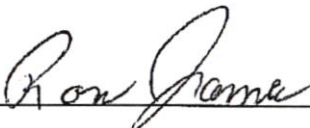
ARTICLE 3 – DURATION – SIGNATURE CLAUSE

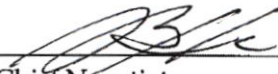
3.1 SIGNATURE CLAUSE

UNITED FOOD AND COMMERCIAL
WORKERS, DISTRICT LOCAL 431

By 
Its Business Representative

FLOYD COUNTY MEDICAL CENTER
COMMISSION

By 
Chairman

By 
Its Chief Negotiator

Schedule A

Wage Schedule beginning 07/05/2020

Job Class	Steps: FT: PT:	A START START	B 3 mo. 520 hrs.	C 6 mo. 1040 hrs.	D 12 mos. 2080 hrs.	E 18 mos. 3120 hrs.	F 30 mos. 5200 hrs.	G 60 mos. 10,400 hrs.	Longevity 10 yrs. Additional	Longevity 20 yrs. Additional
1 Materials Assistant Dietary Assistant Housekeeper		\$11.95	\$12.63	\$13.32	\$14.62	\$15.99	\$16.16	\$16.30	\$0.33	\$0.16
2 Clerk I		\$12.48	\$13.24	\$13.86	\$15.21	\$16.65	\$16.79	\$16.95	\$0.34	\$0.17
3 Cook		\$12.67	\$13.24	\$13.98	\$14.81	\$15.53	\$16.88	\$17.05	\$0.34	\$0.17
4 Janitor Surgical Assistant Nursing Assistant		\$13.24	\$13.69	\$14.54	\$15.41	\$16.16	\$17.50	\$17.68	\$0.36	\$0.17
5 Clerk II Patient Access Clerk I Unit Clerk		\$13.54	\$14.10	\$14.98	\$15.90	\$16.65	\$18.04	\$18.19	\$0.37	\$0.18
5A Patient Access Clerk II Pharmacy Tech		\$13.72	\$14.28	\$15.19	\$16.12	\$16.86	\$18.25	\$18.41	\$0.37	\$0.18
6 Insurance Clerk Patient Access Clerk III		\$13.93	\$14.50	\$15.39	\$16.33	\$17.06	\$18.45	\$18.64	\$0.38	\$0.18
7 Medical Secretary		\$14.54	\$15.13	\$16.14	\$17.07	\$17.87	\$19.46	\$19.60	\$0.39	\$0.19
8 Licensed Practical Nurse - LPN Medical Assistant Maintenance Assistant		\$16.35	\$17.05	\$18.07	\$19.10	\$19.97	\$21.59	\$21.76	\$0.44	\$0.21
9 LPN with ACLS or Neonatal Certification or IV Therapy		\$18.74	\$19.51	\$20.46	\$21.47	\$22.32	\$24.01	\$24.17	\$0.48	\$0.24
10 Assistant Engineer		\$18.74	\$19.51	\$20.74	\$21.96	\$23.01	\$24.69	\$24.83	\$0.50	\$0.24
11 Radiology Tech I		\$23.38	\$24.11	\$25.48	\$26.67	\$27.68	\$29.53	\$29.78	\$0.59	\$0.30
12 IT Specialist		\$22.60	\$23.52	\$25.00	\$26.35	\$27.52	\$29.61	\$29.75	\$0.59	\$0.30
12A Radiology Tech II Medical Laboratory Technician		\$24.03	\$24.86	\$26.21	\$27.40	\$28.50	\$30.29	\$30.44	\$0.61	\$0.31
13 Radiology Tech III		\$24.63	\$25.43	\$26.81	\$28.15	\$29.79	\$30.84	\$31.41	\$0.63	\$0.32
14 Ultrasound Tech		\$26.74	\$27.57	\$28.88	\$30.37	\$31.93	\$32.95	\$33.53	\$0.67	\$0.34
15 Registered Nurse (ADN/ Diploma)		\$26.52	\$27.38	\$28.86	\$30.22	\$31.29	\$33.29	\$33.59	\$0.67	\$0.34
16 Registered Nurse (ADN/ Diploma) that can be scheduled as primary nurse in ER, Surgery, OB or Wound Care		\$27.27	\$28.18	\$29.68	\$30.97	\$32.07	\$34.12	\$34.33	\$0.68	\$0.35
17 Registered Nurse (BSN)		\$27.15	\$28.01	\$29.47	\$30.84	\$31.96	\$33.92	\$34.20	\$0.68	\$0.35
17A Medical Laboratory Scientist		\$25.09	\$25.94	\$27.47	\$29.36	\$30.46	\$31.84	\$33.30	\$0.66	\$0.34
18 Registered Nurse (BSN) that can be scheduled as primary nurse in ER, Surgery, OB or Wound Care		\$27.95	\$28.82	\$30.25	\$31.59	\$32.71	\$34.73	\$34.95	\$0.70	\$0.35

Schedule B

Wage Schedule beginning 07/04/2021

Job Class	Steps: FT: PT:	A START	B 3 mo. 520 hrs.	C 6 mo. 1040 hrs.	D 12 mos. 2080 hrs.	E 18 mos. 3120 hrs.	F 30 mos. 5200 hrs.	G 60 mos. 10,400 hrs.	Longevity 10 yrs. Additional	Longevity 20 yrs. Additional
1 Materials Assistant Dietary Assistant Housekeeper		\$12.19	\$12.88	\$13.59	\$14.91	\$16.31	\$16.48	\$16.63	\$0.33	\$0.17
2 Clerk I		\$12.73	\$13.50	\$14.14	\$15.51	\$16.98	\$17.12	\$17.29	\$0.34	\$0.18
3 Cook		\$12.92	\$13.50	\$14.26	\$15.11	\$15.85	\$17.22	\$17.40	\$0.34	\$0.18
4 Janitor Surgical Assistant Nursing Assistant		\$13.50	\$13.96	\$14.83	\$15.72	\$16.48	\$17.85	\$18.03	\$0.36	\$0.18
5 Clerk II Patient Access Clerk I Unit Clerk		\$13.81	\$14.38	\$15.28	\$16.22	\$16.98	\$18.40	\$18.55	\$0.37	\$0.19
5A Patient Access Clerk II Pharmacy Tech		\$13.99	\$14.57	\$15.49	\$16.44	\$17.20	\$18.61	\$18.78	\$0.37	\$0.19
6 Insurance Clerk Patient Access Clerk III		\$14.21	\$14.79	\$15.70	\$16.66	\$17.41	\$18.82	\$19.01	\$0.38	\$0.19
7 Medical Secretary		\$14.83	\$15.43	\$16.46	\$17.42	\$18.23	\$19.85	\$20.00	\$0.40	\$0.20
8 Licensed Practical Nurse - LPN Medical Assistant Maintenance Assistant		\$16.68	\$17.40	\$18.44	\$19.49	\$20.37	\$22.03	\$22.19	\$0.45	\$0.22
9 LPN with ACLS or Neonatal Certification or IV Therapy		\$19.11	\$19.90	\$20.87	\$21.90	\$22.76	\$24.49	\$24.66	\$0.49	\$0.25
10 Assistant Engineer		\$19.11	\$19.90	\$21.15	\$22.40	\$23.47	\$25.19	\$25.32	\$0.51	\$0.25
11 Radiology Tech I		\$23.85	\$24.60	\$25.99	\$27.21	\$28.24	\$30.12	\$30.38	\$0.60	\$0.30
12 IT Specialist		\$23.06	\$23.99	\$25.50	\$26.87	\$28.07	\$30.20	\$30.35	\$0.60	\$0.30
12A Radiology Tech II Medical Laboratory Technician		\$24.51	\$25.35	\$26.74	\$27.95	\$29.07	\$30.90	\$31.05	\$0.62	\$0.31
13 Radiology Tech III		\$25.13	\$25.94	\$27.34	\$28.72	\$30.39	\$31.46	\$32.03	\$0.65	\$0.32
14 Ultrasound Tech		\$27.28	\$28.12	\$29.45	\$30.97	\$32.56	\$33.60	\$34.20	\$0.69	\$0.34
15 Registered Nurse (ADN/ Diploma)		\$27.05	\$27.92	\$29.43	\$30.83	\$31.92	\$33.96	\$34.26	\$0.69	\$0.34
16 Registered Nurse (ADN/ Diploma) that can be scheduled as primary nurse in ER, Surgery, OB or Wound Care		\$27.82	\$28.75	\$30.28	\$31.59	\$32.71	\$34.80	\$35.02	\$0.70	\$0.35
17 Registered Nurse (BSN)		\$27.70	\$28.57	\$30.06	\$31.46	\$32.60	\$34.59	\$34.88	\$0.70	\$0.35
17A Medical Laboratory Scientist		\$25.59	\$26.46	\$28.02	\$29.94	\$31.07	\$32.48	\$33.97	\$0.68	\$0.34
18 Registered Nurse (BSN) that can be scheduled as primary nurse in ER, Surgery, OB or Wound Care		\$28.51	\$29.39	\$30.86	\$32.22	\$33.37	\$35.43	\$35.64	\$0.72	\$0.35

Schedule C

Wage Schedule beginning 07/03/2022

	Job Class	Steps: FT: PT:	A START START	B 3 mo. 520 hrs.	C 6 mo. 1040 hrs.	D 12 mos. 2080 hrs.	E 18 mos. 3120 hrs.	F 30 mos. 5200 hrs.	G 60 mos. 10,400 hrs.	Longevity 10 yrs. 10 yrs. Additional	Longevity 20 yrs. 20 yrs. Additional
1	Materials Assistant Dietary Assistant Housekeeper		\$12.44	\$13.14	\$13.86	\$15.21	\$16.64	\$16.81	\$16.96	\$0.34	\$0.17
2	Clerk I		\$12.99	\$13.77	\$14.42	\$15.82	\$17.32	\$17.47	\$17.64	\$0.35	\$0.18
3	Cook		\$13.18	\$13.77	\$14.55	\$15.41	\$16.16	\$17.56	\$17.74	\$0.35	\$0.18
4	Janitor Surgical Assistant Nursing Assistant		\$13.77	\$14.24	\$15.12	\$16.03	\$16.81	\$18.21	\$18.39	\$0.37	\$0.18
5	Clerk II Patient Access Clerk I Unit Clerk		\$14.08	\$14.67	\$15.59	\$16.54	\$17.32	\$18.77	\$18.92	\$0.38	\$0.19
5A	Patient Access Clerk II Pharmacy Tech		\$14.27	\$14.86	\$15.80	\$16.77	\$17.54	\$18.99	\$19.15	\$0.38	\$0.19
6	Insurance Clerk Patient Access Clerk III		\$14.50	\$15.09	\$16.01	\$16.99	\$17.75	\$19.20	\$19.39	\$0.39	\$0.19
7	Medical Secretary		\$15.12	\$15.74	\$16.79	\$17.76	\$18.59	\$20.25	\$20.40	\$0.40	\$0.20
8	Licensed Practical Nurse - LPN Medical Assistant Maintenance Assistant		\$17.01	\$17.74	\$18.80	\$19.88	\$20.78	\$22.47	\$22.64	\$0.46	\$0.22
9	LPN with ACLS or Neonatal Certification or IV Therapy		\$19.49	\$20.30	\$21.29	\$22.34	\$23.22	\$24.98	\$25.15	\$0.50	\$0.25
10	Assistant Engineer		\$19.49	\$20.30	\$21.57	\$22.85	\$23.94	\$25.69	\$25.83	\$0.52	\$0.25
11	Radiology Tech I		\$24.32	\$25.09	\$26.51	\$27.75	\$28.80	\$30.72	\$30.99	\$0.62	\$0.31
12	IT Specialist		\$23.52	\$24.47	\$26.01	\$27.41	\$28.63	\$30.81	\$30.96	\$0.62	\$0.31
12A	Radiology Tech II Medical Laboratory Technician		\$25.00	\$25.86	\$27.27	\$28.50	\$29.65	\$31.52	\$31.67	\$0.64	\$0.32
13	Radiology Tech III		\$25.63	\$26.46	\$27.89	\$29.29	\$31.00	\$32.09	\$32.67	\$0.66	\$0.33
14	Ultrasound Tech		\$27.82	\$28.68	\$30.04	\$31.59	\$33.22	\$34.28	\$34.88	\$0.70	\$0.35
15	Registered Nurse (ADN/ Diploma)		\$27.59	\$28.48	\$30.02	\$31.44	\$32.56	\$34.64	\$34.95	\$0.70	\$0.35
16	Registered Nurse (ADN/ Diploma) that can be scheduled as primary nurse in ER, Surgery, OB or Wound Care		\$28.38	\$29.32	\$30.88	\$32.22	\$33.36	\$35.50	\$35.72	\$0.71	\$0.36
17	Registered Nurse (BSN)		\$28.25	\$29.14	\$30.66	\$32.09	\$33.25	\$35.29	\$35.58	\$0.71	\$0.36
17A	Medical Laboratory Scientist		\$26.11	\$26.99	\$28.58	\$30.54	\$31.69	\$33.13	\$34.65	\$0.69	\$0.35
18	Registered Nurse (BSN) that can be scheduled as primary nurse in ER, Surgery, OB or Wound Care		\$29.08	\$29.98	\$31.48	\$32.87	\$34.03	\$36.13	\$36.36	\$0.73	\$0.36

UFCW DISTRICT LOCAL UNION 431

BOB WATERS
PRESIDENT

SCOTT NOYD
SECRETARY-TREASURER

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You can contact your local union
On the Internet

Our Website address is:

www.ufcw431.com

Please attend your union meetings