

TO: SOUTHERN NEVADA DISTRICT BOARD OF HEALTH **DATE: May 22, 2014**

RE: Ratification of the Supplementary Memorandum of Agreement dated April 16, 2014 by and between the Southern Nevada Health District and the Service Employees International Union, Local 1107 revising the Health Records Supervisor classification specification from non-exempt to exempt status

PETITION #12-14

That the Southern Nevada District Board of Health *approve the ratification of the Supplementary Memorandum of Agreement dated April 16, 2014 by and between the Southern Nevada Health District and the Service Employees International Union, Local 1107 revising the Health Records Supervisor classification specification from non-exempt to exempt status*

PETITIONERS:

Shirley Oakley, Human Resources Administrator *SO*
Andrew Glass, Director of Administration *AG*
Joseph Iser, MD, Chief Health Officer *JIS*

DISCUSSION:

This Memorandum of Agreement (MOA) is supplementary to, and not in place of, the MOA entered into on December 5, 2013, which was approved by the Board of Health on January 23, 2014. This MOA modifies the 2012 through 2014 Supervisory Collective Bargaining Agreement between the Health District and the Union to include the Health Records Supervisor classification specification and designating it exempt status.

FUNDING:

This classification change is based on review of organizational functions and is in the parameters of the fiscal year 2014 through 2015 approved budgets. No change in funding is needed.

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") is entered into this 16th day of April, 2014 (the "Effective Date") by and between the Southern Nevada Health District ("SNHD" or "Health District") and the Service Employees International Union, Local 1107 ("Union").

1. This MOA modifies the 2012 - 2014 Supervisory Collective Bargaining Agreements ("CBA") between the Health District and the Union and the MOA entered into on December 5, 2013.

3. This MOA is supplementary to, and not in place of, the MOA entered into on December 5, 2013.

4. The following bargaining unit classification in Appendix A of the Supervisory CBA shall be modified to include an "E" at the beginning of the classification as follows (designating that classification as exempt):

E Health Records Supervisor

5. Unless already being paid on a salary basis, beginning with the first full pay period after May 1, 2014, the employees whose bargaining unit classifications have been reclassified as exempt pursuant to this MOA shall be paid on a salary basis. The weekly salary for each employee affected by this MOA shall be determined by multiplying the hourly wage rate designated in Appendix C to the CBA for the appropriate classification by 40. For the next printing of the CBA, Appendix C shall be modified to reflect weekly salaries for the classification affected by this MOA.

6. The parties to this MOA agree that all requirements in the CBAs, Article 21, subsection 2(E) have been complied with or such compliance has been waived.

7. The parties agree that exempt status of bargaining unit classifications shall not affect bargaining unit eligibility.

8. The Union represents and warrants that it has authority to enter into this MOA without ratification from Union membership.

9. Any dispute over the meaning, interpretation, or application of this MOA shall be subject to arbitration in accordance with the provisions of the appropriate CBA.

IN WITNESS WHEREOF, the parties hereto by their duly designated representatives have hereunto set their hands in Clark County, State of Nevada this 16 day of April, 2014.

HEALTH DISTRICT CHAPTER SERVICES
EMPLOYEES INTERNATIONAL UNION,
SEIU LOCAL 1107

By: Ed Burke
Print Name: Ed Burke
Its: Chief of Staff

SOUTHERN NEVADA HEALTH DISTRICT

By: Joseph P. Iser
Print Name: JOSEPH P. ISER
Its: CEO