EXHIBIT 10

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MISSION AREA HEALTH ASSOCIATES dba
MISSION NEIGHBORHOOD HEALTH CENTER

NATIONAL LABOR RELATIONS BOARD, REGION 20

NATIONAL UNION OF HEALTHCARE WORKERS, Petitioner, vs. MISSION AREA HEALTH ASSOCIATES DBA MISSION NEIGHBORHOOD HEALTH CENTER, Employer, and SERVICE EMPLOYEES INTERNATIONAL UNION, UNITED HEALTHCARE WORKERS-WEST, Intervenor.	Case No.: 20-RC-85529 **AFFIDAVIT OF** LAUREN FIEL **REGARDING JOB DUTIES** Date of Hearing: July 26, 2012 Hearing Officer: Lana Pfeifer, Esq.

I, Lauren Fiel, do solemnly swear and affirm:

1. I am a Charge Nurse for the Employer, Mission Neighborhood Health Center (the "Health Center"). I make this Affidavit based on my own personal knowledge. I could and would testify to the following facts if called as a witness in this matter.

2. As part of my job as a Charge Nurse/Clinic Manager for the Health Center, I am responsible for one of the Health Center's Clinics, Women's Clinic. I regularly supervise the Medical Assistants in establishing a clinical team approach to our patients' comprehensive medical care. As a Charge Nurse, I am responsible for the implementation of the best plan to achieve a successful health outcome for patients.

3. As part of my supervisory duties, I regularly direct work of the Medical Assistants, schedule their work shifts, provide performance feedback and impose discipline when necessary, conduct annual performance evaluations, and make effective recommendations regarding hiring and firing the Medical Assistants. I, along with my fellow Charge Nurses, decide based on the health center's budget, using a team approach, when to hire additional Medical Assistants, and we decide which applicants to interview, and we interview them using the team approach. As a Charge Nurse I have significant input regarding hiring and termination decisions of the Medical Assistants who work in my Clinic.

4. Attached as Exhibit 1 is a true and correct copy of my current Job Description as a Charge Nurse. It accurately describes my current job duties, including my regular duties as a supervisor of the Clinic's Medical Assistants. For example, it is true that I regularly "provide leadership, evaluations, and direct supervision to the medical assistants," "set the agenda for the department meetings," and engage in the other supervisory and management duties listed in the attached Job Description.

5. In addition to those duties listed in the attached Job Description, I have the authority, in the interests of the Health Center and based on budget, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline employees under my supervision, including the Medical Assistants, and responsibly to direct them, to address and handle their grievances and complaints, or effectively to recommend such personnel actions, using my own independent judgment and discretion. Although I consult with the Health Center's Human Resources Department and/or its Center Director, I make these personnel decisions and recommendations free from supervision based on health center policy. In this

regard, it is very important to note that I serve as the manager for the Health Clinic that I manage. I am a supervisor and regularly engage in supervisory duties.

I declare under penalty of perjury under the laws of the State of California and the United States of America that the above is true and correct and that I executed this Affidavit on this 14th day of August 2012 at San Francisco, California.

Lauren Fiel
Printed Name

Lauren Fiel
Signature

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Lauren

JOB DESCRIPTION **January 2012**

WOMEN'S CLINIC CHARGE NURSE

INTRODUCTION
The Mission Neighborhood Health Center is a non-profit, multi-site community health organization offering comprehensive health services in the Mission and Excelsior Districts of San Francisco. The center offers primary health care services, adult medicine, pediatrics, family planning, OB/Gyn, HIV and homeless services. We are dedicated to health equity through the provision of culturally- and linguistically-competent services with a focus on the Latino Spanish-speaking communities. At MNHC we are committed to a culture of excellence and financial success to fulfill our mission of providing health care access for all.

General Statement of Duties and Responsibilities
The Charge Nurse is responsible for the triage of Women's Clinic patients and will directly supervise the Medical Assistants in establishing a clinical team approach to comprehensive medical care. The Charge Nurse would be charged primarily with the implementation of the plan achieve a successful transition to EHR and eventual Patient Centered Medical Home recognition supporting process improvements in access, population based patient management, patient care management, patient/family self care support, referral tracking, and clinical quality performance evaluations.

Reporting Relationships
Reports to and is directly responsible to the Director of Nursing & Quality Management unless otherwise determined by the Medical Director. Works closely with the Women's Clinic Clinical Chief, the COO, and the Medical Director.

Responsibilities
1. Effectively triages patients with appropriate attention to acuity and the availability of medical providers for urgent care evaluation. Medically attends to those patients whose presenting problems are comfortably within employee skill & licensing level.
2. Provides medical treatment as ordered and performs procedures according to MNHC nursing protocol.
3. Provides leadership, evaluations, and direct supervision to the medical assistants.
4. Supervises the patient flow in clinical area with particular attention to the appropriate triage of perinatal/gyn patients as well as the effective communication with other departments that impact patient flow such as registration, medical records, billing, laboratory, etc.
5. Ensures effective communication with nursing and medical staff in other departments and satellite clinics to provide coordinated care to patients and maintain effective service delivery.
6. Supervises the preparation of patients for medical evaluation including an assessment that patients are correctly vitalized and monitors availability of charts, labs, and forms.
7. Supervises the adequate stocking of the patient rooms and the department and efficient re-ordering of materials
8. Supervises the disposition of patients after medical evaluation to ensure that the appropriate medical plans are properly enacted including imparting the relevant health education material.
9. Conducts eligibility screening for pregnant women seeking prenatal care
10. Assures that all clinical logs includign prenatal, pap, and mammograms are accurate and uptodate and are reported to the QI Committee (in the absence of clinial chief.)
11. Supervises effective participation in Quality Improvement activities related to maintenance of various logs and registries for chronic diseases, implementation of improvement projects, and measurement of clinic efficiency metrics such as cycle time, no show rates and time to third next available appointment Performs other duties as assigned by Medical Director.
12. Sets the agenda for the monthly department meetings.
13. Attends and participates in nursing staff meetings.
14. Performs other duties as assigned.

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** To perform this job successfully, an individual must be able to perform each of the essential job requirements satisfactorily. The qualification requirements listed below are representative of the knowledge, skill, and or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position.*

QUALIFICATIONS

1. Current California licensure as a Registered Nurse.
2. Bilingual Spanish/English preferred.
3. Available to work extended hours.
4. Exposure to community health nursing.
5. Knowledge and understanding of Latino communities/culture preferable.
6. At least 2 year experience of leading teams and supervising staff.

REVEIWED AND APPROVED BY:

Brenda Storey, MSW, LCSW Executive Director	5/31/12 Date	Becky Hucke, SPHR Director Human Resources	5/30/12 Date

I have received a copy of my job description

Employee — Date: 6/8/12