EXHIBIT 14

Tyler M. Paetkau, State Bar No. 146305
HARTNETT, SMITH & PAETKAU
777 Marshall Street
Redwood City, CA 94063
Tel: (650) 568-2820
Fax: (650) 568-2823
Email: tpaetkau@hslawoffice.com

Attorneys for Employer
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** KENNETH SCHORNER **REGARDING JOB DUTIES** Date of Hearing: July 26, 2012 Hearing Officer: Lana Pfeifer, Esq.

I, Kenneth Schorner do solemnly swear and affirm:

1. I am currently employed by the Employer, Mission Neighborhood Health Center (the "Health Center"), as its Pharmacist-In-Charge. 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 the Pharmacist-In-Charge for the Health Center, I am completely responsible for and manage on a daily basis the Health Center's on site Pharmacy. I regularly supervise the Pharmacy Technicians in the Pharmacy. As the Pharmacist-In-Charge for the Health Center, I am responsible for maintaining a high standard of patient care, ordering and managing inventory of prescription medications, advising patients of potential drug interactions, possible side effects and instruction on how to use medication. As part of my supervisory duties, I regularly direct the work of the Pharmacy Technicians under my direct supervision, 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 Pharmacy Technicians. I decide on my own when to hire additional Pharmacy Technicians, and I decide which applicants to interview, and I interview them. I have significant input regarding hiring and termination decisions of the Pharmacy Technicians who work in our Pharmacy.

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

4. 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 Pharmacy Technicians, 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 routinely 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 supervisor or the manager for the entire Pharmacy that I manage, *i.e.*, I am in sole charge of the Health Center's Pharmacy. I make decisions on my own, using my own professional judgment and experience. I am a supervisor and I regularly engage in such 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 16th day of August 2012 at San Francisco, California.

Kenneth Schorner
Printed Name

Kenneth Schorner
Signature

MISSION NEIGHBORHOOD HEALTH CENTER

JOB DESCRIPTION
PHARMACIST IN CHARGE

GENERAL STATEMENT OF DUTIES

Responsible for the day-to-day operation of the in-house Pharmacy and supervision of the preparation and dispensing of pharmaceuticals to MNHC patients pursuant to prescription orders from MNHC providers and, provide patient education regarding specific prescriptions.

REPORTING RELATIONSHIP

Reports to and is responsible to the Medical Director.

DUTIES AND RESPONSIBILITIES

1. Dispenses drugs prescribed by MNHC medical providers.
2. Advises patients of potential drug interactions, possible side effects, storage information, and instruction on how to use medication.
3. Purchases all pharmaceuticals in the most economic manner consistent with MNHC formulary.
4. Maintains pharmaceutical records required under State and/or Federal laws.
5. Acts as a consultant to MNHC prescribers and other health professionals, as to drug actions, interactions, dosage forms, cost, availability and possible abuse.
6. Actively participates as a member of the Pharmacy and Therapeutics Committee.
7. Monitors established prescribing policies and restrictions consistent with the quality management committee recommendation and licensing regulations.
8. Acts as Pharmacy representative to Q.M. committee.
9. Maintains drug profiles on each clinic patient and conducts drug surveys as required through MIS system.
10. Supervises pharmacy employees, professional and non-professional, in maintaining a high standard of patient care.
11. Responsible for Pharmacy Staffing including Pharmacists and Pharmacy Technicians in conjunction with supervisor.
12. Maintains and Follows MNHC's pharmacy policies.

**To perform this job successfully, an individual must be able to complete each of the essential job requirements satisfactorily. The qualifications 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

- Bachelor's degree from an accredited School of Pharmacy and licensed as a Registered Pharmacist in the State of California.
- Bi-lingual, Spanish/English preferred.
- Must be able to work well with various populations.
- Sense of responsibility and willingness to work in community clinic setting.
- Must be computer literate with knowledge of pharmacy systems.

REVIEWED AND APPROVED BY:

Brenda Storey, LCSW Executive Director/CEO	Date	**Kitzia Lopez** Director of Human Resources	Date