EXHIBIT 15

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** TELMA HERNANDEZ **REGARDING JOB DUTIES** Date of Hearing: July 26, 2012 Hearing Officer: Lana Pfeifer, Esq.

I, Telma Hernandez 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, Pediatric 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 15th day of August 2012 at San Francisco, California.

Telma Hernandez
Printed Name

T. H
Signature

Telma

MISSION NEIGHBORHOOD HEALTH CENTER

JOB DESCRIPTION

CHARGE NURSE – PEDIATRICS

General Statement of Duties and Responsibilities
The Charge Nurse is responsible for Pediatric patients and will 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 team plan for clinic management.

Reporting Relationships
Reports to and is directly responsible to the Director of Nursing & Quality Management.

Responsibilities

1. Under the supervision of the Physician or Nurse Practitioner, the Licensed Vocational Nurse assumes responsibility and accountability for the application of the nursing process and the delivery of patient care. Consistently performs according to nursing standards and is accountable in managing patient care and assisting others in the management of patient care.
2. Effectively assess initial health needs of patients and provide nursing functions such as preparing patients, taking medical histories and vital signs and assisting with medical referrals and follow-up.
3. Provides leadership, evaluations, and direct supervision to the medical assistants.
4. Supervises the patient flow in clinical area 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. 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.
10. Attends and participates in nursing staff meetings.
11. Oversees Medical Assistant staffing schedules and time off calendars for Adult Medicine, Women's Clinic, and Pediatrics. Oversight includes approval of time off requests, maintaining adequate medical assistant staffing levels, maintaining an on-call pool of medical assistants, track unscheduled absences, and other assigned duties as applicable to staffing schedules and managing the time off calendar.
12. Performs other duties as assigned.

** 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.*

IV. Qualifications

1. Current California licensure as a Licensed Vocational Nurse.
2. Bilingual Spanish/English.
3. Available to work extended hours
4. Exposure to community health nursing.
5. Knowledge and understanding of Latino communities/culture preferable.

REVEIWED AND APPROVED BY:

Brenda Storey, MSW, LCSW Executive Director	Date	Kitzia Lopez Director Human Resources	Date

240 Shotwell Street
San Francisco, California 94110