



MERCY HOSPITAL

May 10, 2016

MNA Proposal to Allina Health

Time: _____

PROPOSAL NO. 4: HEALTH AND SAFETY

Add to labor management sections in all applicable collective bargaining agreements.

1. The facility based committee designated to address workplace safety shall have a minimum of four (4) MNA nurses, which the Hospital agreed to release, and this committee shall meet once a month. MNA shall appoint MNA nurses to this committee.
2. These MNA nurses shall have the opportunity to be released and attend the Allina Health system committee.
3. The Parties agree that the following items shall be implemented:
 - a. Review of all reports and incidents of all workplace safety violations, including but not limited to the workplace safety form, the first report of injury and any ongoing individual follow up with employees injured;
 - b. Preparedness and incident response action plans to acts of violence;
 - c. Design and oversee the education training, including the development of content and delivery;
 - d. Provide a minimum of eight (8) hours per year of training to MNA nurses.
 - e. Establish a core group of trained experts, who will be a combination of nurses and Code Green trained experts who have the requisite and appropriate training to teach the class; and
 - f. Review these plans annually and propose any changes as deemed appropriate.
 - g. If a pattern or trend arises, the committee shall review and make recommendations for changes or updates to policies.
4. The Hospital will utilize a workplace safety form, whose sole purpose is to track incidents of violence and identify patterns. The workplace safety form shall include the following information: name of the hospital; nature of the incident; unit/department; nurse affected; aggressor (i.e. coworker, patient, visitor); and actions taken by the Hospital if any.
5. Any nurse who is affected by workplace violence shall be released from work with paid time off as needed, including but not limited to the shift when injured, the next following shift, and any other shift as needed. The nurse will be paid to seek outside counseling and/or medical services if they choose.

Upon the adoption of these proposals, such technical changes as necessary shall be made in order to conform existing contract language with newly modified language contained in the proposals.