

Methodist Hospital Proposals - 3/15/19

Methodist Hospital values our nurses and looks forward to engaging with their representatives during the 2019 negotiations in a cooperative and productive manner.

Methodist Hospital proposes the following non-economic changes to the Collective Bargaining Agreement between Park Nicollet Methodist Hospital and the Minnesota Nurses Association.

1. Eliminate outdated, unnecessary language from the Collective Bargaining Agreement.

- a. Modify Article 3 (Hours) Section I (Alternative Weekend Schedules) by eliminating it in its entirety as program is no longer utilized.
- b. Modify Article 4 (Salary) Section D to eliminate mention of LPN.
- c. Modify Article 5 Section B (On-Premises On-Call Pay) to remove specific on premise on call rate.
- d. Modify Article 13 (Leave of Absence) Sections B, C, and Article 28 (Insurance Benefits) Section A. and any others to remove mention of "life partners" "same sex partners", "spousal equivalents" and similar terms from the contract.
- e. Modify Article 28 (Insurance Benefits) Sections A, C and E and any others that make reference to Section 6 C3 to eliminate such reference as this section no longer exists in the contract and delete the 2nd paragraph of 28(A)(3).
- f. Eliminate Action Plans -2007 from CBA.

2. Update the Collective Bargaining Agreement to memorialize existing practices and agreements.

- a. Modify Article 3 (Hours) Section L to memorialize the LMC agreement that the 25 years of calendar service referenced needs to be in the bargaining unit at Methodist Hospital.
- b. Modify Article 4 (Salary) Section P (Longevity Bonus) to memorialize the LOU the parties signed on 10/3/16 that provides clarification on how On-Call (Casual) and Per Diem Nurses are paid the longevity bonus.
- c. Modify Article 8 (Holidays) Sections A and B to memorialize the LOU the parties finalized on 5/7/13 which defines how floating holiday hours are front loaded into a nurses floating holiday accrual bank based on FTE at time of front loading and how the floating holiday benefit is administered when a nurses FTE or shift length changes.
- d. Modify Article 14 (Low-Need Days and Layoff) Section A, 3 to memorialize the LOU the parties finalized on 1/23/19 which better defines terms and conditions required for an RN to maintain seniority hours after leaving the bargaining unit for another position within Park Nicollet.
- e. Modify Appendix A. (Dental Plan Specifications) Section IV to indicate orthodontia is an *included* rather than excluded benefit.
- f. Modify Appendix C (Recognized Certification Programs) by replacing the current listing with the most recent LMC approved listing.

3. Modify language in the Collective Bargaining Agreement to provide clarity and reduce confusion regarding the meaning of such language.

- a. For clarification purposes only, modify Article 2, Section D (Educational Development) to reflect the \$600 available for workshops, courses and other educational programs comes out of the dollars provided for in Article 2A and are not in addition to the dollars provided in Article 2A.
- b. For clarification purposes only, modify Article 3 (Hours) Section C, 1 to reflect total seniority hours required (52,000) to be weekend exempt
- c. For clarification purposes only, modify Article 3 (Hours) Section D to reduce confusion regarding weekend bonus eligibility.
- d. For clarification purposes only, modify Article 7 (Rotation and Shift of Choice) to reflect total seniority hours required (20,800) to be eligible to request shift of choice.
- e. For clarification purposes only, modify Article 29 (Pre-tax Spending Account) to reflect practice of complying with Federal Tax Code.

- f. For clarification purposes only, modify Article 33 Section A. (Payroll Dues Deductions) to reflect the Hospital's obligation ends with the expiration of the contract absent an agreement to extend or renew the Collective Bargaining Agreement.
4. **Modify Article 9 (Vacations) to place limit on the number of days a nurse can be granted vacation between May 15 and Sept 15.**
5. **Modify Article 11 (Chemical Dependency) to indicate the Hospital's non contract Drug Testing Policy as it exists from time to time is applicable to the bargaining unit. Eliminate Appendix B (Drug and Alcohol Testing Policy).**
6. **Modify Article 14 (Low-Need Days and Layoff), Section E (Mandatory Low-Need Days) to modify eligibility, notice time and provide clarification.**
7. **Modify Article 17 (Discipline and Termination of Employment) and Article 18 (Promotions Transfers and New Positions) to reflect that a Nurse cannot transfer to a new position outside of their current unit for a period of time following a Written Warning or greater being issued to them.**
8. **Modify Article 18 (Promotions Transfers and New Positions) to reflect that a Nurse cannot transfer to a new position outside of their current unit until they have been employed by their current unit for a defined period of time.**
9. **Modify Article 23 (Orientation) to add an Assessment Period which includes the ability to terminate employment during such period without it being subject to the just cause or grievance procedure provisions of the contract.**
10. **Modify Article 39 (Duration and Renewal) to remove the requirement that the parties exchange proposals by a specific date.**
11. **The Hospital also proposes such other changes to the Collective Bargaining Agreement as may be necessary to conform the contract to the proposals set forth herein.**

The Hospital reserves the right to add to, delete from, or otherwise modify the proposals set forth herein.