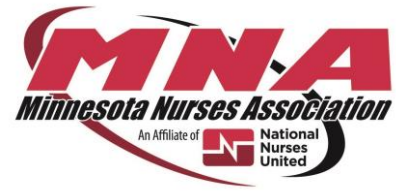




MNA NURSES RAISING STANDARDS TOGETHER



March 26, 2019

Bargaining Summary

In working to raise the standards of patient care at Fairview and across the metro, your MNA Negotiating Team, led by four members from Southdale and three from Riverside, met with Fairview managers today for their first of six scheduled bargaining sessions. The day began with Laura Schuerman, Southdale Care Suites RN, offering opening statements that highlighted MNA's progressive proposal package aimed at improving safety, increasing staffing and working together with Fairview to create a better workplace. Your team concluded by presenting management with a stack of Solidarity Petitions signed by a majority of MNA's 13,000 members.

The employer provided clarification on their initial proposal concepts. Today's highlights include:

Management Proposals:

- o Increase mandatory low need hours from 16 to 32 hours a year, and eliminate any exemptions for nurses working 0.8 or above
- o Eliminate call and holiday exemptions for more senior nurses
- o Probationary period for new nurses with no specific criteria outlined for evaluation
- o Diminishing benefits for senior nurses

Several of management's proposals are designed to weaken parts of your contract by creating loopholes for hospitals, making it harder for nurses to have a voice in issues like scheduling and on-call

MNA proposals include:

- o Giving Nurses a stronger voice in how their staffing grids are developed
- o More resources to ensure nurses don't miss their break
- o Workplace violence prevention, including notification of patient history of violence toward hospital staff; heightened security measures, and improved reporting and review processes
- o Increasing tuition reimbursement from \$3,000 to \$5,000 annually

Please note that these initial proposals serve as a starting point for negotiations with the Hospitals. This means that changes to insurance and 0.4 benefits are off the table for this negotiation.

Do nurses deserve a contract that recognizes the care and skill that they provide every day caring for patients?

Upcoming Actions & Events:

1. Read Your Email Updates
2. Attend Upcoming All Member Meetings:

**Southdale Wednesday,
March 27th in Sunhet Rm**

Stop in anytime between
6:30 AM – 8:30 AM, 10:30
AM – 2:30 PM, 3:30 PM –
7:30 PM

**Riverside, Thursday,
March 28th in Brennan
Center**

Stop in anytime between
6:30 AM – 8:30 AM, 10:30
AM – 2:30 PM, 3:30 PM –
7:30 PM

3. Build power in your facility by joining the Communication Action Team

For more information, please go to the negotiations page of the MNA website All Union and Employer proposals and proposal summaries can be found here by the end of the next business day: <https://mnnurses.org/news/2019-negotiations/>