



MNA NURSES RAISING STANDARDS TOGETHER

March 27, 2019



Bargaining Summary

- Summary of the 17 non-economic proposals we proposed today:
 - Moving 12-hour, every-other-weekend nurses to every third on a voluntary basis.
 - A few proposals that would allow per diem nurses seniority rights for postings.
 - Putting the modified Children's vacation formula in the contract to allow more nurses per shift to take vacation.
 - Increased bereavement leave of 5 days for memorial services beyond 250 miles of a nurses home.
 - Leave of absence, for up to one year, for MNA nurses looking to build their union skills and become staff for MNA.
 - Removal of all disciplinary actions from personnel files after 18 months.
 - A workplace violence proposal addressing staffing levels to protect nurses and patients, training and debriefing requirements, avenues to discuss incidents in Labor Management Committee and other preventative measures.
 - Access for our MNA staff to visit us on the unit while we are on break (Children's currently won't let our MNA staff visit us).
 - Moving full time nurse definition to .9 and regularly scheduled part time to less than .9.
 - Having a contract that allows for bargaining every three years.
 - Allowing Case Managers to have the same hiring standards and options for block schedules like all other MNA nurses are currently provided.
 - Keeping all other Letters of Understanding in the contract.
 - Union security language that protects your union if Right to Work were to happen for private sector nurses.
- While we offered to exchange all proposals with Children's on March 15, Children's declined until 17:02 today on the basis of wanting to exchange proposals in the traditional way on the first day of bargaining.
- The traditional way of bargaining is proposing non-economic proposals and then economic proposals at later negotiation sessions. This has been done in the metro previously in 2010 and historically at Children's and in MNA facilities throughout greater Minnesota.
- We intended on exchanging only non-economic proposals to make sure they are given due diligence. While money is an important part of negotiations, it can dominate the conversation around issues that impact patient care, nursing professional standards, and work-life balance.
- Children's declined to provide proposals until the very end of the day because they opposed our traditional way of bargaining. However, we got a guarantee from Children's that they would devote the entire next session on April 8 to our 17 non-economic proposals.

Upcoming Actions & Events:

1. Read Your Email Updates
2. Attend All Member Meetings:
 - Minneapolis – April 3
6 a.m. – 6 p.m.
Back Cafeteria Room
 - St. Paul – April 3
11 a.m. – 3 p.m.
GV 4057
3. Build power in your facility by joining the Communication Action Team
4. Join us for the Solidarity Summit at the MNA Office on April 13, 10 a.m. – 12 p.m.

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/>