



Minnesota Nurses Association ANW/PEI Nurses Initial Proposals Summary

The ANW/PEI negotiating committee reviewed our contract and survey results. Our findings resulted in the below proposals, which are summarized.

We have written several new proposals to be incorporated into the contract which strengthens our language or creates all new sections and provisions. These are in addition to the proposals that the negotiating teams across the metro have put forward.

- Casual nurses to be removed from the holiday requirement and allow to pick up replacement shifts for scheduled nurses - Casual nurses are almost always cancelled on their scheduled holiday and this creates a more labor intensive staffing process which creates the potential for staffing errors and grievances. Also, many scheduled nurses were frustrated that casual nurses could not pick up shifts for them.
- Improvements in Professional Practice – Language to allow nurses to have a stronger voice in our nursing practice.
- Reduction of hours after return from medical/maternity leave - Many nurses who are returning from a leave have expressed interest in decreasing their FTE after returning to work and we proposed this option to be available to the nurses.
- Limiting the time spent in a temporary supervisor role to 6 months - Some nurses have been in a temporary position for up to 2 years. These permanent positions should be filled in a timely manner and not taking needed nurses away from patient care.
- Sick days with MD note do not count toward patterns - The nurses wanted stronger language to not be penalized for legitimate use of sick leave.
- Christmas/New Year's options for FT nurses - Full time nurses given the choice of receiving the holiday pay or the day of in lieu of.
- Language for non-24/7 areas to develop a holiday schedule process.
- Remove pre-exam for ICU positions - This exam no longer exists so we wanted the language to reflect that fact.

In addition, we felt several areas within the contract needed clarification that would reflect verbal agreements with the hospital but we have no contractual language, or sections are unclear and needed to be clarified.

- WSP language – Proposed added language to include Friday/Saturday option for the 12-hour weekend-only nurse.
- Straight night bonus payment - The current practice is to pay out after 6 months if not used. The team added language to the contract so nurses are aware of this practice.
- Blood and body fluids screening – Inserted language in this section that would add additional clarification of current and potential threats to be checked.
- 20-year holiday exemption – Proposed language to reflect current practice of no limitation for departments not required to work 3 of the 6 holidays. In addition, proposed the removal of the requirement of continuous years of service for the exemption. All service years would now apply.
- No weekend vacation for nurses working less than every 4th weekend - This would reflect the current practice.