



Minnesota Nurses Association

Fairview Nurses Initial Proposals Summary

Based on feedback from nurses, including the survey, All Nurse Meetings, and one-on-one conversations, your MNA Negotiating Team from Fairview has made the following proposals, in addition to the proposals that all teams have made across the metro. Please note that these initial proposals serve as a starting point in negotiations with Fairview Health Services.

Education:

- Increase tuition reimbursement from \$3,000 to \$5,000 annually.
- Allow nurses to apply tuition reimbursement dollars toward student loan debt.
- Separate out workshop dollars from tuition reimbursement dollars.
- Create a process for scheduling mandatory education so that nurses are not providing patient care while completing education.
- Establish paid study time for specific certifications.

Scheduling:

- Limit the number of start times in a 4-week period.
- Provide more protection for day/night rotators by increasing the time between start times.
- Reduce the number of days nurses can be scheduled consecutively.

Transport Pay:

- Increase transport pay to \$50.00 for 4 hours or less and \$100.00 for more than 4 hours.

Floating Differential:

- Establish a float pool differential of \$2.00/hour, as well as a differential of \$2.00/hour for floating out of your home unit.
- Allow nurses with more than 20 years to opt out of floating out of their home unit.

Work Agreements:

- Require the Hospital to provide an updated work agreement within 30 days of any change.

Create MNA Critical Illness Pool

- Require the Hospital to make matching donation of hours to a nurse in need for each hour of vacation benefit time donated.
- Retiring nurses' sick time that would otherwise be forfeited to the Hospital—any sick time less than 640 hours—would be placed into a critical illness pool to be jointly administered by MNA and the Hospital.

Bereavement:

- Allow nurses to take bereavement leave for individuals not currently specified in the contract.

Mandatory Low Need Days:

- Require the Hospital to provide 4 hours noticed for all canceled shifts.
- Prevent nurses from receiving mandatory low need hours on Thanksgiving, Christmas Day, or New Year's Day.
- Require the Hospital to provide a list for each unit that has all nurse's seniority hours and mandatory low need hours for the contract year that would be available offsite and updated in real time.

Address Fairview-Specific Workplace Violence:

- Establish Hospital based workplace violence committees with MNA representation.
- Require the Hospital to provide annual face-to-face workplace violence training to all bargaining unit nurses.

Parking:

- Provide free parking for nurses working straight nights.
- Require the Hospital to provide parking to nurses at their place of employment, IE: Nurses working on the West Bank should not be displaced by East Bank employees parking on the West Bank.
- Limit the amount of time nurses are inconvenienced getting to and from their vehicles by no more than 15 minutes.
- Require security personnel be readily available to provide escorts for nurses to their vehicles.