



Minnesota Nurses Association

Mercy 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 Mercy has made the following proposals that would only apply to the Mercy contract, in addition to the Allina conformed proposals, which include the proposals that all teams have made across the metro. Please note that these initial proposals serve as a starting point in negotiations with Allina Health.

ARTICLE 3

- Weekend differential to apply to vacation and sick time usage
- Increase number of shift giveaways in a year from three to six
- Start times in procedural units to be assigned by seniority

ARTICLE 4

- Double back pay – time and one half pay for all worked when a nurse has less than ten hours between shifts

ARTICLE 6

- Casual commitment for worked shifts limited to only signing up on their home unit

ARTICLE 10

- When a nurse who has approved vacation leaves their employment their vacation slot will be returned to the unit for nurses to use

ARTICLE 11

- Removal of “month” as factor in determining a nurse’s pattern of attendance
- Removal of hard dollar cap for sick incentive bonus

ARTICLE 13

- Job protection for any new mandated vaccinations for nurses who would be unable to comply

ARTICLE 14

- Increased hospital contribution for adoption

ARTICLE 15

- Prohibition on the number of mandates 8- and 12-hour nurses can receive in a single day

ARTICLE 17

- Schedules to be posted 28 days in advance
- When 12-hour positions open, nurses on the home unit to have the first opportunity to be awarded

ARTICLE 19

- Any new expanded positions in the hospital that require bargaining unit nurse to be awarded by seniority

ARTICLE 21

- Prohibition from nurses performing non-nursing functions
- Staffing adjustments for high acuity patient care

NEW LANGUAGE

- Stipend for work apparel

ARTICLE

- Six-month cap on bargaining unit nurses working as interim PCS