



## **Minnesota Nurses Association**

### **Methodist 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 Methodist 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 Methodist.

- Section 1 Definitions
  - Define Agency and Traveler Nurse.
  - Define Flex Nurse as a nurse who works greater than 8 hours or a combination of shifts or 8 hours or more.
  - Define full time as any nurse who works .9
- Section 2 Education Development
  - Increase monies available for tuition reimbursement.
- Section 3 Hours-
  - Bonus for Extra Weekends.
    - A nurse would receive the weekend bonus for extra weekend worked.
  - Insert the Weekend Scheduling Program Letter into the contract and all applicable differentials apply.
  - Nurse who have an FTE of .7 who would qualify for a block schedule.
  - Nurses may not float more than twice in 12 hours or once in 8 hours.
- Section 4 Salary
  - Add a new differential of two (\$2.00) an hour for nurses who float or who work in the float pool.
- Section 8 Holiday
  - Once a nurse punches in the nurse would be paid for all hours worked on a holiday.
- Section 9 Vacations
  - Vacation language to minimize partial denials and make vacation targets transparent.
- Section 14 Low Need and Layoff
  - Nurses scheduled for 60 hours or more a pay period shall be considered full and not be assigned low need hours.
- Section 16 Schedules and Postings
  - Nurse working less than 60 hours shall be given two hours' notice prior to being cancelled
  - Nursing working 4 or more hours beyond their scheduled shift shall receive 1 (one) hour cancellation notice in advance to the beginning of their shift.
- Section 21 Staffing and Scheduling
  - Charge nurse to close unit if a nurse's orientation is suspended related to staffing needs and or there are nurses working high levels of overtime.
- Section 23 Orientation
  - Change Clinical Resource Mentor to Preceptor.
- Section 27 Association Communication/Chairperson/Union Staff
  - MNA chairs have 1.2 FTEs to work in this role.
- New Section 29 Helping Hands
  - Ensure there are resource to help with patient care.
- Letter of Understanding on Designated Resource Nurse
  - Ensure that the designated resource nurse is not pulled unless hospital is on active divert or patients in procedural areas are being help for (four) 4 hours or more.
  - Provisions for a house wide designate resource nurse.
- Letter of Understanding on Ill, injured or disabled nurse
  - Created a work injured nurse advocate to assist and advocate for work injured nurses.