



## Minnesota Nurses Association North Memorial Nurses Initial Proposals Summary

In addition to the 9 coordinated proposals that were advanced Metro-wide, your North Memorial MNA Negotiating Team is proposing to make various changes specific to our contract, based on what North nurses have identified as important. Please note that these initial proposals serve as a starting point for negotiations with North Memorial.

- Vacation Targets: increase the amount of vacation that can be granted to nurses.
- Mandatory Education: give nurses the option to be scheduled within FTE.
- Rotating Shift Differential: clarify the criteria to be eligible for the straight evening or straight night shift differential when rotating to off-shift more than 50% for 12 consecutive weeks or more.
- Definition of “Full-Time:” change the definition of full-time to mean 72 hours or more per pay period.
- Extra Shifts: make process by which shifts are granted more transparent.
- Precepting:
  - All preceptors receive a reduced assignment.
  - Preceptors must have a minimum of 1 year’s experience on the unit.
  - Among preceptors, assignments should be rotated.
  - The differential shall apply when precepting students.
- Unit Shift Coordinators: differential increase of \$2/hour.
- Creep Language: use “hours” instead of “shifts” as basis for part-time nurses to increase hours.
- Summer Vacation Supplemental Staff (SVSS): increase to \$55/hour.
- Core Needs Incentive (CNI): increase to \$60/hour or 103-105% of highest step on BSN scale.
- Temporary Nurses: clarify that regular nursing staff gets preference for preferred shift start times.
- Rotation/Pattern of Scheduling:
  - Clarify that RNs cannot be required to rotate over 50% to off-shifts during 6-week period.
  - Units where rotators are rotating more than 33% cannot post a rotating position without first posting straight evening or straight night position.
  - NOC nurses cannot be scheduled in an every other day pattern without their consent.
- No Weekends Benefit: make the benefit unequivocal.
- Unused Sick Leave Bonus: add penalty for late payment.
- Personal Illness/Injury/Disability Leave of Absence: increase position protection from 3 to 4 months.
- Early Retirement Insurance Bridge: change “age 65” to “Medicare eligible”.
- Recognition of Prior Experience for Salary Credit: non-U.S. experience is presumptively counted.
- Order of Cancellation: clarify that seniority governs when more than one RN in a category.