

*Fairview Southdale Hospital and the University of Minnesota Medical Center, Fairview –
West Bank Proposal*

April 2, 2019

13 - Modified Hospital Proposal for Section 35 - Association Security

The Hospitals are agreeable to the following modifications to our original proposal #13.

A. Payroll Dues Deductions:

From June 1, 2019 through May 31, 2022, The Hospital agrees to deduct payments required by this Section 35 from the salary of each nurse who has executed the dues and fees authorization card. ~~which has been agreed upon by the Hospital and the Minnesota Nurses Association.~~ Deductions shall be based upon the amounts certified as correct from time to time by the Association and shall be made, continued, and terminated in accordance with the terms of said authorization card. Withheld amounts will be forwarded to the designated Association office for each calendar month by the tenth of the calendar month following the actual withholding, together with a record of the amount and those for whom deductions have been made. The Hospital's obligations to continue to deduct Union dues and service fees, as provided for above, shall terminate as of June 1, 2022 unless the Association and the Hospital mutually agree in writing to continue the current Collective Bargaining Agreement beyond that date. The Association will hold the Hospital harmless from any dispute with a nurse concerning deductions made.

The authorization described above shall not be irrevocable for a period of more than one (1) year, or beyond the termination date of this Agreement, whichever occurs sooner.

For the term of the 2019-2022 Agreement, the parties agree to adhere to the specific provisions in each dues check-off authorization regarding the duration, renewal, timing, procedure for revocation, window periods and amount of dues deducted agreed to by the employee as stated in the authorization, irrespective of the employee's membership in the Union.

During the Term of the 2019-2022 Agreement, it is agreed that employees may express authorization of dues deductions by submitting written authorizations or through federally authorized electronic methods such as online deductions authorization or voice authorization or other electronic methods allowed under controlling federal or state law. The Union shall provide the employer with written notification of the names of those who have authorized deductions, including a copy of the employee's authorization form upon request.

B. Association Master List:

Within sixty (60) days after the execution date of the Contract Agreement, the Hospital will provide the Minnesota Nurses Association with a master list of each nurse who is covered by this Agreement giving the name, address, phone number, classification, ~~average number of hours being worked~~ authorized FTE, and date of employment and termination for nurses who have been newly employed or whose employment has terminated or whose information as listed herein has changed. On or before the tenth of each month subsequent to the establishment of the master list, the Hospital will forward to the Association the name, address, phone number, classification, ~~average number of hours being worked~~ authorized FTE and date of

employment and termination for nurses who have been newly employed or whose employment has terminated or whose information as listed herein has changed.

E. Association Information at Time of Hire:

~~A copy of this Contract Agreement, a dues and fees deduction authorization card, and a written notification signed by the Hospital and the Minnesota Nurses Association shall be presented by the Hospital to each nurse at the time of her or his employment. A representative of the Minnesota Nurses Association shall be afforded one (1) hour at a time that is mutually agreeable to the Association and the Employer to participate in describing Minnesota Nurses Association representation and the operation of these documents. Said notification shall provide as follows:~~

~~Notification to Newly Employed Nurse~~

~~I understand that there is a Contract Agreement between this Hospital and the Minnesota Nurses Association governing wages, hours, and other terms and conditions of employment. The Contract Agreement provides that if a nurse elects not to become a member of the Minnesota Nurses Association, she or he must pay a service fee to the Minnesota Nurses Association as a condition of employment.~~

Hospital

By: _____

MINNESOTA NURSES ASSOCIATION

By: _____

~~I acknowledge receipt of this notification, a contract agreement and a dues and fees deduction authorization card.~~

Signature of Nurse

Date: _____

*Fairview Southdale Hospital and the University of Minnesota Medical Center, Fairview –
West Bank Letter Of Understanding (LOU) Counterproposals
April 2, 2019*

LOU I – FAIRVIEW CORPORATE HEALTH INSURANCE PLAN

Agree to the Union's proposal to keep LOU I.

LOU II – PER DIEM NURSING PROGRAM

Agree to the Union's proposal to keep LOU II.

Wage increase to be discussed with the overall across-the-board wage increase.

LOU III – NEGOTIATION PAY / CHARGE RN

Negotiation pay to be discussed as part of the overall bargain.

Agree to the Union's proposal to keep the Charge RN section of LOU III.

LOU IV – JUST CULTURE TRAINING

Delete LOU IV for contract cleanup purposes.