

Minnesota Nurses Association – North Memorial
2019 Negotiations
Second Proposal
April 9, 2019
Time Delivered: _____

MNA Proposal to North Memorial

The Union offers the following package proposal:

- The Union accepts the Employer's April 5, 2019, 4:13pm counter-offer to Union Proposal No. 6
- The Union accepts Employer Proposal No. 11
- The Employer accepts Union Proposal No. 20
- The Employer accepts Union Proposal No. 26
- The Union accepts Employer Proposal No. 9, modified as follows:

Article 34.D. shall be modified as follows:

Mandatory Low-Need Days:

If additional reductions are indicated, low-need days shall be taken by the least senior regularly scheduled part-time nurse scheduled for the particular unit and shift where the reduction is necessary.

No regularly scheduled part-time nurse shall be required by the Employer to take more than twenty-four (24) hours per Contract year. If the least senior part-time nurse on a particular unit and shift has been assigned twenty-four (24) hours of low-need, the next least senior part-time nurse scheduled for the particular unit and shift may be assigned the low-need day. In any case, the total of low-need days of this provision shall not exceed twenty-four (24) hours per Contract year for any regularly scheduled part-time nurse.

A part-time nurse regularly scheduled for sixty-four (64) compensated hours or more per pay period shall be considered as a full-time nurse for purposes of this Section and shall not be assigned low-need days. A nurse to be assigned a low-

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need day pursuant to this Part D shall be given a minimum of ~~four~~two (42) hours advance notice before the beginning of the shift.

Casual part-time or temporary nurses shall not be assigned to work on units for which the nurse receiving low-need days is oriented or otherwise qualified. Part-time nurses having hours reduced shall be given first opportunity for subsequent additional work hours that may become available to replace work hours lost.

- The Employer accepts Union Proposal No. 31
- The Union accepts the Employer's April 5, 2019, 1:51pm counter-offer to Union Proposal No. 35, modified as follows:
 - Remove Letter of Understanding 1
 - Remove Letter of Understanding 2
 - Modify Article 42.C., to add the following language after the second paragraph:

The Committee will have the following duties with respect to education:

- Review upcoming education and time needed for nurse education
- Determine which educational offerings require relief from patient care duties.
- For those changes determined to constitute a change in RN practice, determine a process by which roll-out of education will precede implementation of the change (except where otherwise stipulated by law, regulatory agency, or patient care needs). "Change in practice" to be defined by the Workgroup.
- Determine a methodology for communicating routine practice updates.
- Determine paid time allotment for required education activities and submit recommendations to the Joint Staffing Committee for approval.
- Develop criteria for the use of Nursing Development funds for fees and travel expenses (to include adherence to previously developed criteria for post-conference reporting requirements or require RN repayment of reimbursed event costs).

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