



## MNA NURSES RAISING STANDARDS TOGETHER



April 11, 2019

### Bargaining Summary – Day 3

We met with the employer today, highlights include:

- While Children's continues their lack of movement on our vacation proposal, we have made winning movement on the floor. Congrats to 6<sup>th</sup> floor Minneapolis nurses who stepped up and joined together to show their dissatisfaction with Children's unilateral change to no vacation slots per shift for the summer. They pushed Children's back to have at least one nurse per shift to have vacation. This is proof that we need contract language to guarantee vacation to nurses and we can get there by standing together to raise the standard. **Make sure to show up to Tuesday's All Member Meeting to complete a vacation postcard to show your support!**
- We have been waiting to receive contract language from Children's since day one. We arrived ready to bargain and waited until nearly 11 a.m. for just their proposal language. Management didn't have any counter-proposals for us AGAIN. We are willing to bargain, but we won't bargain against ourselves.
- As a negotiation team we stood up and made statements calling out Children's disrespect at the table. We don't always agree with the hospital, but we usually have a respectful relationship. Children's is getting bad legal advice from their attorney, who seems to think that condescension is appropriate for the bargaining table.
- It took us standing up to get any continued discussion from Children's on flex time, mandatory low need, workplace violence and the remainder of our non-economic proposals.
- During our discussion of flex time, Children's explained that any unused flex time, if a cap were in place, could be donated to the Foundation because that's the option non-contract employees currently have.

#### Upcoming Actions & Events:

1. Read Your Email Updates
2. **Attend All Member Meetings**
  - **Mpls April 16**  
**6 a.m.- 1 p.m.**  
**Cafeteria**
  - **St. Paul April 16**  
**7 a.m.- 1 p.m.**  
**GV4057**
3. Build power in your facility by joining the Communication Action Team. Contact [Laura.Hundt@mnnurses.org](mailto:Laura.Hundt@mnnurses.org)
4. Move the campaign forward and come to the Solidarity Summit Saturday, April 13 10 a.m.-12 p.m. MNA Office 345 Randolph Ave, #200 St. Paul

All Union and Employer proposals and proposal summaries can be found here by the end of the next business day:

<https://mnnurses.org/news/2019-negotiations/2019-negotiations-childrens-hospitals-documents/>