



MNA NURSES RAISING STANDARDS TOGETHER



April 18, 2019

Bargaining Summary

In our third bargaining session today, we had high hopes of hearing responses on our proposals, especially on Workplace Violence, Breaks, Nursing Practice, and the Unity Attendance policy. Regarding our questions on these top issues, Allina stated, “we are not going to present any other proposals at this time”.

Each time we’ve returned to the table, we’ve shared stories of additional violent incidents that have occurred since our previous meeting. We urged them to return on April 24 with a response that shows they value nurse and patient safety.

When Allina did offer to accept minimal pieces of some of our other proposals, it was in exchange for major take-aways.

On the back, we have listed nurses’ major proposals and management’s responses to date.

Throughout the day we were able to reach several minor Tentative Agreements, as listed below:

- Abbott proposals: #2 (Clarify the definition of ACNM), #13 (Clarify pay period for annual holiday sign-up), #17 (Vacation scheduling, nurses on every 4th weekend may replace themselves), & #20 (Include screenings for all blood borne pathogens).
- United proposals: #2 (Clarify definition of ACM) & #3 (Solidify current ACM agreement in contract).

Nurses want productive, respectful negotiations for improvements that raise standards for patients and nurses at our hospitals. We believe our proposals on the table do that. The Employer has said they “want to simplify and streamline” our four contracts. We believe that “simplification” shouldn’t come at the expense of protections around Low Needs, Extra Hours, Job Vacancies, and more.

In union solidarity,
Your MNA Allina Negotiations Team

Nurses deal with issues like workplace violence, short staffing, and the need for healthcare everyday- is it worth fighting for improvements? What would you do to protect your patients and your practice?

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/>

Upcoming Actions & Events:

1. Read Your Email Updates
2. Attend All Member Meetings-
 - ANW/PEI: May 15
Watson Room,
Education Building
 - Mercy: April 25
LL Heart Conf Rm
1545-1745
 - United: May 1
0745 Bentson,
1000-1230 John
Nasseff, 1300
Bentson, 1545 Rm
3610
 - Unity: dates and
times TBA
3. Build power in your facility by joining the Communication Action Team
4. Share your staffing stories:
surveymonkey.com/r/MNASTAFFING

Below is a table of top nurse proposals. On the left are nurses' proposals and on the right are the employer's responses and the status of these proposals at the negotiation table.

Nurses' Proposal	Employer Response/Current status of proposal
Wage and differential increases	<ul style="list-style-type: none"> • Rejected • No proposal on economics from the Employer • The Employer has stated "we will respond to economics at a later date"
Workplace Violence Prevention	<ul style="list-style-type: none"> • Rejected • Each session the Employer continues to state that they "are not prepared to respond at this time"
Resources to get breaks	<ul style="list-style-type: none"> • Rejected
Stronger voice in staffing grids	<ul style="list-style-type: none"> • Rejected
Staffing Crisis bonus	<ul style="list-style-type: none"> • Rejected
Insurance	<ul style="list-style-type: none"> • Rejected • Employer maintains that the protections against diminishment in your current plan as well as the HRA/HSA contributions all expire
Paid family leave	<ul style="list-style-type: none"> • Rejected
Education	<ul style="list-style-type: none"> • Rejected
Nurses' voice in process improvement	<ul style="list-style-type: none"> • Rejected
Abbott local: Nursing practice committee	<ul style="list-style-type: none"> • Rejected
Mercy local: High acuity protections	<ul style="list-style-type: none"> • Rejected
Unity local: Fair attendance policy, Nursing practice committee, high acuity protections	<ul style="list-style-type: none"> • Employer proposed to reduce each tardy to a "half occurrence" IF nurses' agree to Allina's entire "working across campus" proposal as is