



Minnesota Nurses Association
2019 Negotiations
Fairview Health Services
April 23, 2019
Time: _____

PACKAGE PROPOSAL

The Minnesota Nurses Association offers the following package proposal:

The Union will drop Union Proposal 8 and agree to Employer Proposal 2 as modified below, if the Employer agrees to Union Proposal 7 as modified below.

ER 2 (3. HOURS)

A. Hours of Work and Overtime:

The basic work period shall be eighty (80) hours to be worked during a period of two (2) weeks (fourteen [14] consecutive days). The regular workday will be eight (8) hours. A nurse required to work in excess of eighty (80) hours during said two (2) week period or in excess of eight (8) hours in any workday shall be paid at one and one-half (1½) times her or his regular rate of pay for all excess time so worked. The preceding sentence notwithstanding, a nurse required to work in excess of eight (8) consecutive hours will be paid at the rate of one and one-half (1½) times her or his regular rate of pay for the first four (4) hours of such overtime and will be paid double time (2) for all overtime in excess of twelve (12) consecutive hours. A worked double shift shall be paid as sixteen (16) hours. Overtime payments shall not be duplicated. Paid sick leave, holiday, and vacation hours shall be considered as hours of work for overtime purposes.

For a nurse who is employed in a position(s) involving two different hourly rates of pay, the overtime rate of pay for on-duty hours in a bargaining unit position shall not be less than one and one-half (1½) times the nurse's regular rate of pay for on-duty hours in the bargaining unit position.

No nurse shall be disciplined for refusal to work overtime.

Except in the case of emergency or when a nurse is called into work while on-call, a nurse may not work more than 120 hours in any pay period, which must include the nurse's regularly scheduled shifts. For purposes of this paragraph, paid vacation days, holidays not worked, sick days, jury duty, bereavement, and on-call hours not worked shall not be counted in determining if a nurse will or has reached the 120 hour limit. Paid workshops, mandatory meetings, orientation, and paid office or special project time will be included. In addition, except in the case of an emergency, a nurse may not sign up to work, in a rolling seven (7) consecutive day period, more than three (3) double shifts in this period.

Minnesota Nurses Association reserves the right to propose language, "clean up," and to agree to make technical corrections during the contract drafting process. Minnesota Nurses Association reserves the right to add, subtract, or modify its proposals and the right to make counter-proposals regarding any proposal submitted by the Employer.



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UNION 7 (10. SICK LEAVE)

E. Sick Leave Payout on Retirement

A nurse who retires with six hundred forty (640) hours of accumulated and unused sick leave to her or his credit shall receive a payment of \$5,000.

Should a nurse retiring have less than six hundred forty (640) hours of accumulated and unused sick leave to her or his credit, those remaining hours shall be placed in a catastrophic leave bank to be accessed by nurses for paid leave upon the birth or adoption of a child for care, bonding and/or acclimation of the child, to care for themselves during a critical illness, or their immediate family member suffering a serious health condition.

The catastrophic leave bank shall be jointly administered by the Hospital and the Union, and any criteria for nurses accessing the catastrophic leave bank shall be jointly developed in the appropriate labor management meeting.

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