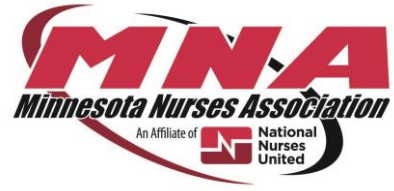




MNA NURSES RAISING STANDARDS TOGETHER



April 23, 2019

COUNTERPROPOSALS—We've HEARD IT BEFORE

Last week Methodist sent an email publicly stating that they will provide counterproposals to Workplace Violence and hope to come to an agreement on DRNs. For the past few weeks Methodist continues to state that they will provide counterproposals. On the third session of negotiations they told nurses to expect a counterproposal on Workplace Violence. Regrettably, the 4th session came and went and the Hospital showed up empty handed.

For Workplace Violence nurses are hopeful that the Methodist proposal includes the following:

- nurses who face violence in the workplace no longer have to use their own sick or vacation time
- mental health and traumatic counselling is provided as an option to nurses within 72 hours
- the Hospital has real debriefing sessions with nurses

Kasey Paulus recently sent out an email stating "The hospital will draft a counterproposal based on learnings from that discussion."

Regarding the Designated Resource Nurse, the Hospital has hinted strongly that the Union should modify its own proposal. Your negotiation team respectfully asked the Hospital to offer a counterproposal in writing in order to understand the Hospital's position. Methodist said in their update "We have verbally proposed the idea of delegating this topic to our Staffing Advisory Committee (SAC) to ensure adequate time to evaluate and improve the program together", and "We hope to come to an agreement on this topic in our next bargaining session."

Nurses look forward to and expect to receive a proposal in writing that increases DRNs from .6 FTE to .9FTE and prevents DRNs from being removed and returned to the nursing unit with a patient assignment unless the hospital is on divert.

Kasey, if you are reading this, the nurses would like to inform you that we look forward to receiving a serious proposal from management **on these issues** and that the proposal isn't just delegated to a committee.

The time is now for Methodist to show up with serious proposals regarding Workplace Violence and DRNs.

Why can't Methodist commit in writing?

To win at the table nurses **MUST** participate. To help win at the table come to the Delta Hotel by Marriot at 1330 Industrial Blvd NE, Minneapolis, MN from 8:30am-10:30am on Monday, April 29.