



MNA NURSES RAISING STANDARDS TOGETHER BARGAINING SUMMARY



April 24th, 2019
Today dozens of nurses from all Allina metro hospitals showed up at bargaining to advocate for workplace violence prevention by sharing firsthand stories of violence at work. The

presence of nurses was powerful as we called on Allina to be a leader in making hospitals safe for patients and nurses. After asking for a response on the urgent matter of workplace violence three sessions in a row, your negotiating team was anxious to hear Allina's response. Nurses showed the employer you are engaged and ready to act for the contract changes you deserve.

Later in the day, for the first time, nurses and Allina were able to have discussion around our workplace violence, staffing and breaks, and nursing practice proposals. Though any level of discussion was an improvement, we are not satisfied that management's responses address nurses' concerns:

- **Workplace Violence:** Allina stated they think there is room to reach agreement on nurses' workplace violence proposal. Unfortunately, the solutions they brought forward focus on creating a committee without a strong decision-making process or guarantee of a voice and change for nurses. Meanwhile, incidents of preventable violence at the hospitals continue.
- **Staffing and Breaks:** Allina stated that they believe that nurses get breaks:
 - 94% of the time at United
 - 91% at Abbott Northwestern and Phillips Eye Institute
 - 96% at Unity
 - 89% at Mercy

They stated that their existing initiatives such as the buddy system, scheduled relief, and manager intervention are sufficient to address the issues nurses raise and thus they don't need to bargain over it. Does this reflect your experience?

A summary of the other discussions from and can be seen on the back.

In union solidarity,
Your MNA Allina Negotiations Team

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/>

All Member meetings

- ANW/PEI: May 15th
Watson Room,
Education Building
- Mercy: April 25th
LL Heart Conf Rm
1545-1745
- United: May 1st
0745 Bentson,
1000-1230 John
Nasseff, 1300
Bentson, 1545 Rm
3610
- Unity: dates and times
TBA



Is negotiations a "spectator sport"?

When nurses came to tell their stories, management said that negotiations is not a "spectator sport." In some ways they're right: this is about our patients, our workplace, and our contract. We need to be advocates and active participants. Please stay tuned for our **next session:**

May 9th

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?

Please see the table below for a summary of discussions and agreements today:

| Discussion | Result |
|---|--|
| Workplace Violence | <ul style="list-style-type: none">• Management stated that there is room to work together and put forward a proposal for a committee. |
| Breaks | <ul style="list-style-type: none">• Management stated that it is not an issue for nurses at Allina and rejected our proposal. |
| Nursing Practice at Unity and Abbott/PEI | <ul style="list-style-type: none">• Allina stated that nursing practice issues depend on interpersonal conversations to be effective, but they had no interest in creating a space through the contract to reach that goal, as MNA has proposed. |
| Management's Mandatory Low Needs proposal | <ul style="list-style-type: none">• Nurses presented counter proposals to Allina. |

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