



## MNA NURSES RAISING STANDARDS TOGETHER



April 24, 2019

## Bargaining Summary

“This is a sentinel moment.”

This was the mood of the day. HealthEast nurses filled the bargaining room today to tell their stories to management. Stories of fear, trauma, and unsafe conditions. Real life, passionate stories from the hearts of front-line staff who put themselves in danger every day to protect their patients. I expected to tell you that after hearing these gut-wrenching stories, there was not a dry eye in the room. But there was. There were several. Management, again, stated that they were listening while sitting stoically, stone-faced, and again, management stated that they do not think they should codify any collaborative agreement with the nurses involving staffing or workplace violence in the contract. One brave nurse, Kara Pratt (St. John’s MCC) stood up to management to ask what it is that management is afraid of, stating “You said you don’t want to put this language into the contract, but the contract is the only thing we have to hold you accountable to your word.”

Management came back with a list of improvements that they say have come out of the Workplace Violence Committee meetings, including increased training, drills, environmental upgrades (driven by regulatory standards), Epic banner to alert of violence potential, signs at each of the entrances to the hospitals forbidding violence against staff, and a critical stress debrief team that has been in place for 18 months, however of the people in the room, only one incident was recalled where this team was activated and it was 2 years ago.

We continued to work on contract language protections for scheduling issues, however management continues to insist that the protections should not apply on holidays. With slow movement, we requested to add additional days to bargain and management said they will discuss and get back to us.

Come to the Crooked Pint tomorrow to hear more from the team.

***When you have experienced a traumatic event in the last 18 months have you ever been offered to have a Critical Incident Debriefing?***

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 and talk with your co-workers
2. Attend All Member Meetings
3. Build power in your facility by joining the Communication Action Team
4. Attend Happy Hour at Crooked Pint in Maplewood tomorrow from 4pm-7pm with your Negotiation Team
5. Wear RED on bargaining days to show support to the Negotiations Team

Upcoming sessions:

May 2, 8