



## MNA NURSES RAISING STANDARDS TOGETHER



Tuesday, April 2, 2019

### Bargaining Summary Day 2

Your MNA negotiating team met with the employer today for the second time to discuss the proposals on the table, 16 from Fairview and 19 from MNA. The employer started the day with a counter proposal on less substantive issues, largely ignoring proposals most important to nurses.

Based on your strong feedback, your nurse team was prepared to discuss their comprehensive Workplace Violence Prevention proposal. After sharing an entire presentation of shocking statistics and several personal stories of violence from Fairview nurses, the Chief Nursing Officer, Faye Deich stated, "It's important to work on this together and a difficult conversation that needs to happen."

Hopeful that Fairview would be ready to talk about real changes in the workplace, your team was disappointed to hear the response that current Health and Safety committees, as well as training only offered to select nurses "seemed appropriate" enough to tackle this issue.

MNA Negotiating team members passionately responded in saying:

***"How can we take this back to the nurses that have been injured?" – Laura Schuerman, MNA RN (Care Suites)***

***"I'm shocked and embarrassed, I've worked 21 years here and my coworkers are afraid to come to work. What actions have come out of this existing committee?" – Ericka Helling, MNA RN (ICU)***

MNA Workplace Violence Proposal Summary:

- In 2018, over 200 Fairview MNA RNs reported violence
- Improved preventive efforts, notification of patient history of violence toward hospital staff; heightened security measures on obstetric units upon request; and improved staffing when RN has 1:1 or patient with violence constraints or seclusion
- More support for RNs: including release from work with pay for up to 72 hours after assault; required resiliency training & debriefs; not being assigned to a patient who committed a violent act against that RN; protocols & notification when building lockdown is necessary; and improved reporting and review processes

### ***Do you think that your employer is doing enough to address workplace violence?***

***For more information, please go to the negotiations page of the MNA website.*** 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

#### Southdale All Nurse Member Meeting

Wednesdays 4/3, 4/17, 4/24  
Sunnhet Room  
Drop in anytime  
7:30 – 8:30 AM  
10:30 AM – 2:30 PM  
3:30 – 7:30 PM

#### Riverside All Nurse Member Meeting

Thursday 4/4, Tuesday 4/9,  
Thursday 4/18, 4/25  
Locations vary  
Drop in anytime  
7:30am-8:30am (Brennan Center)  
10:30am-1:30pm (Brennan Center)  
2:00pm-3:00pm (Dining Room F)  
3:30-5:30pm (Dining Room B)  
5:30pm-7:30pm (C2030)

3. Wear Red Tuesdays!  
Show your solidarity by wearing red on bargaining dates:  
Tuesdays, April 16, 23, 30  
Thursday, May 2
4. Build power in your facility by joining the Communication Action Team