

Rev 4:17p  
4/16/19

North Memorial Health | MNA  
2019 Negotiations

April 16, 2019

**\*Updated\* Counter-Proposal to U-3**

U-3. The Employer is agreeable to adding a new Article 5(A) paragraph #7 as follows with this fully resolving and closing-out U-3.

7. A nurse shall not serve in the preceptor role unless the nurse has one (1) year of nursing experience. In the event that a unit is lacking nurses with sufficient experience who are interested in serving as preceptor, the Hospital and the Association will work together to address the situation.

Have an Action Plan document that states:

During the 2019 negotiations, the Hospital and the Association agreed that, after the 2019-2022 contract goes into effect, the parties will meet regarding the topic of reduced patient assignments in the ED while newly-hired nurses are orienting to the ED.

This resolves U-3 in its entirety.