

North Memorial Health | MNA
2019 Negotiations

April 16, 2019

ER-4. In part for purposes of clarification only, add a new Article 21(R) as follows.

A full-time nurse or regularly scheduled part-time nurse may give away up to three (3) shifts per contract year.[**]. The giveaway will be approved provided (1) that the unit's core needs are met for that shift, and (2) that the giveaway does not result in overtime or premium pay for the replacement nurse, and (3) that the replacement nurse is capable of performing the same tasks and fulfilling the same responsibilities of the nurse giving away his or her shift.

** The contract year runs from June 1 through May 31.

With the language above, the following language in Article 11 is unnecessary and should be deleted.

~~A regularly scheduled nurse may occasionally give away a shift to a casual part-time nurse, provided core needs are met for that shift. Each unit will make available their target census (if applicable) and core staffing for each shift~~

ER-10. Delete the following language from Article 49 with the rest of this article remaining the same.

~~If the diversion of drugs occurred, the RN may be involved in Performance Improvement. Theft of drugs for self use will not be cause for termination on a first-time offense.~~