

Item 9.54a
4/16/19

North Memorial Health | MNA
2019 Negotiations

April 16, 2019

Employer Language for ER-9

Revise Article 34(D) as follows.

D. Mandatory Low-Need Days:

If additional reductions are indicated, low-need days shall be taken by the least senior regularly scheduled ~~part-time~~ nurse scheduled for the particular unit and shift where the reduction is necessary.

No regularly scheduled ~~part-time~~ nurse shall be required by the Employer to take more than ~~twenty-four (24)~~ sixty-four (64) hours per Contract year. If the least senior ~~part-time~~ nurse on a particular unit and shift has been assigned ~~twenty-four (24)~~ sixty-four (64) hours of low-need, the next least senior ~~part-time~~ nurse scheduled for the particular unit and shift may be assigned the low-need day. In any case, the total of low-need days of this provision shall not exceed ~~twenty-four (24)~~ sixty-four (64) hours per Contract year for any regularly scheduled ~~part-time~~ nurse.

~~A part-time nurse regularly scheduled for sixty-four (64) compensated hours or more per pay period shall be considered as a full-time nurse for purposes of this Section and shall not be assigned low-need days. A nurse to be assigned a low-need day pursuant to this Part D shall be given a minimum of four (4) hours~~ one hour advance notice before the beginning of the shift.

Casual part-time or temporary nurses shall not be assigned to work on units for which the nurse receiving low-need days is oriented or otherwise qualified. ~~Part-time n~~Nurses having hours reduced shall be given first opportunity for subsequent additional work hours that may become available to replace work hours lost.