

Rev 8:47
4/14/19

North Memorial Health | MNA
2019 Negotiations

April 16, 2019

PACKAGE PROPOSAL

U-12. The Employer is agreeable to modifying Article 10(C) as follows as part of this package.

C. Increase in Part-Time Hours (Creep Language):

A regularly scheduled part-time nurse who, over a six- (6) month period, is consistently scheduled for or consistently works more shifts than the number confirmed or the most recent amendment to that employment understanding shall, upon request of the nurse, have her or his confirmed number of work shifts increased up to the average number of shifts actually worked in the preceding six (6) months. [¶]

In the event that a nurse who normally works a mix of 8-hour and 12-hour shifts has been consistently scheduled for or has been consistently working more hours than the nurse's authorized FTE, the nurse may request to increase their FTE, and the Hospital will review the request and determine whether to grant it in light of the circumstances. [¶]

If there are nurses holding recall rights to available hours, confirmation of increased work shifts to a nurse under this provision shall be delayed until qualified nurses holding recall rights to available hours have been offered recall. The above notwithstanding, no nurse shall be regularly scheduled for greater than full-time hours.

For purposes of clarification only, and in response to Union Proposal #10, modify the sixth paragraph of Article 9(J) as follows, with the rest of this section remaining the same.

If a nurse who works a rotating schedule is assigned greater than 50% of his/her hours on the evening or night shifts for twelve (12) consecutive weeks or more, the nurse will receive the corresponding straight evening or straight shift differential. For example, if a nurse who works a rotating schedule is assigned 25 night shifts out of 48 total shifts during a twelve-consecutive-week period, such nurse would receive the straight night differential for one work shift (50% of 48 shifts equals 24 shifts; 25 night shifts actually worked minus 24 shifts equals one shift).

U-15. The Union drops or withdraws U-15 as part of this package.

U-18. The Union drops or withdraws U-18 as part of this package.

U-19. The Union drops or withdraws U-19 as part of this package.

ER-7. The Union agrees to ER-7 as follows. For purposes of clarification only, add the following paragraph to Article 31(C) right after the existing first paragraph.

Where the Hospital uses an annual defined vacation sign up period, nurses may request a maximum of two (2) calendar weeks of vacation time between May 15 and September 15. If a unit has available vacation hours during this period available after completion of a first round of the sign up process, a second round of the sign up process will occur, during which remaining vacation slots during the May 15 to September 15 period may be requested and will be granted in seniority order.

U-24. The Employer is agreeable to modifying the relevant portion of Article 31(C) as follows with the rest of this section remaining the same, except as identified below.

The number of RN vacations to be based on this formula:

~~0.5 FTE total caregiver vacation can be granted for every seven (7) caregiver FTEs regularly scheduled.~~

- ~~1. Determine number of caregiver FTEs~~
- ~~2. Divide by 14~~
- ~~3. To determine RN slots, multiply by the percentage of RN staff~~

Example:

- ~~1. A unit has 40 caregiver FTEs~~
- ~~2. $40/14 = 2.86$ FTEs~~
- ~~3. $2.86 \times .7 = 2$ RN FTE vacations can be granted~~

1. Determine the number of productive RN FTEs
2. Divide by 14 (days in a pay period)
3. Multiply by 80 (hours in 1.00 FTE in a pay period)

Example:

Unit has 24.5 productive RN FTEs / 14 = 1.75
 $1.75 * 80 = 140$ hours per pay period

This formula would need to be evaluated for applicability to each fixed staff unit.

U-24. The Employer is agreeable to modifying the relevant portion of Article 31(C) as follows with the rest of this section remaining the same, except as identified above.

*** Registered Nurses have the ability to use one weekend day of vacation for every week of earned vacation. The previous sentence shall not apply to nurses who only work weekends; such nurses may request vacation time on weekends subject to the normal vacation approval process. ***