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North Memorial Health | MNA
2019 Negotiations

April 16, 2019

PACKAGE PROPOSAL

U-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 the 25 night shifts.

Note—The Employer is willing to agree to this as part of the package proposal. The Employer disputes that the current contract language can or should be interpreted in this manner. The Employer is willing to compromise and agree to the Union's proposal for *this enhancement* to make overall progress in these negotiations.

The Union withdraws U-18.

ER-7. The Union agrees to the following. The issue surrounding vacations slots (U-24 and ER-8) would remain open. 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.