

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.

ER-5. Add a new Article 22(G) as follows:

G. In the interest of patient safety, except in the case of an emergency as determined by the Hospital, a nurse may not work double shifts more than two days in a row. For purposes of this section, for a nurse working a 12-hour shift, working an additional four hours (or more) shall constitute a double shift.

Except in the case of an emergency as determined by the Hospital, a nurse may not work more than one hundred (100) hours in a two-week pay period.