

Rev 9:55
4/16/19

North Memorial Health | MNA
2019 Negotiations

April 16, 2019

Employer Language for ER-12 on Assessment Period

Add a new Article 65 as follows, and renumber the Duration and Renewal clause to Article 66.

65. ASSESSMENT

- A. Newly employed nurses will have a one hundred eighty (180) calendar day assessment period beginning on their first day of employment. Assessment period is defined as an ongoing evaluation of the progress toward functioning independently and demonstrating the specified competencies. The assessment evaluation will be performed by the appropriate manager and include specific input by the preceptor(s).
- B. If at any time during the one hundred eighty (180) day assessment period it is recognized that the Registered Nurse is not progressing towards completed specified competencies a conference will be held to discuss concerns. An improvement plan with goals and a timeline will be developed and reviewed. Upon request of the nurse, an MNA representative may be present.
- C. In the event that the Hospital is not satisfied with the progress of the nurse at any time during the assessment period, the nurse may be terminated from employment. Such termination shall not be subject to the just cause provisions of this contract, and shall not be subject to the grievance-arbitration procedure.
- D. Any absences of longer than two consecutive weeks in duration are not counted as part of the assessment period, meaning that the assessment period shall automatically be extended by the length of any such absence.