

North Memorial Health | MNA  
2019 Negotiations

April 16, 2019

Language for ER-6

Revise Article 5(B) as follows

B. Transfers and Hours Reductions after Orientation:

1. Succeed/Ace/New Grad RN:

In order to provide a smooth transition from the novice RN to the experienced RN during the orientation and mentoring process, the MNA and the Employer recognize the need to provide a stable and supportive work environment for the RN.

The RN will be hired at .8, .9, or full-time at either eight- or 12-hour shifts, dependent on unit needs. The work agreement will not be reduced below .8 for the first year after orientation.

The manager will state the above during the hiring process. Human Resources will verify this in the new hire letter and the work agreement.

The RN agrees to stay on the unit for ~~one year~~ eighteen (18) months after completion of orientation before transferring to another unit unless mutually agreed upon by the RN and the manager.

2. Experienced RNs:

The experienced RN will stay on the unit for ~~six (6)~~ eighteen (18) months after completion of orientation.

3. RNs in Performance Improvement Process:

An RN is disqualified from transferring to another unit if the nurse received a written warning or suspension in the preceding eighteen (18) months, unless an exception to the transfer is allowed prior to the completion of this period.

~~If an RN requests to another unit and is in the Performance Improvement Process (see Article 37, "Discipline - Performance Improvement Process") at the written warning level within the past twelve (12) months, If an RN who received a written warning or suspension in the preceding eighteen (18) months is permitted to transfer to another unit, she or he will be required to stay on the new unit for one (1) calendar year (including orientation time). Prior to the transfer, a meeting will be held with the current and future managers, the RN, and a MNA co-chair to ensure mutual understanding of the performance improvement plan.~~

4. Exceptions to Transfers

The managers (transfer/receiving) can review the individual staff and unit needs and make a decision to allow a transfer prior to the designated time. If the staff and manager are unable to resolve this issue, they will be referred to the Joint Staffing Committee (JSC) for resolution.