

Minnesota Nurses Association – North Memorial  
2019 Negotiations  
Fourth Proposal  
April 16, 2019  
Time Delivered: \_\_\_\_\_

### **MNA Proposal to North Memorial**

The Union offers the following counter-proposal to the Employer \*Updated\* Counter-Proposal to Union Proposal No. 3, as delivered at 4:17pm on April 16, 2019:

Amend Art. 5.A.3. ORIENTATION TO NORTH MEMORIAL HEALTH CARE: Orientation for New and Transferred RNs, to read:

Determination of how an orientee's patient care assignment is counted toward staffing needs of a unit shall be based on the orientee's demonstration of specified competencies. Determination of how the preceptor is counted toward staffing needs shall be based on the orientee's demonstration of specified competencies, but all preceptors shall receive a reduced assignment while precepting, as agreed upon between the preceptor and manager. No RN shall precept who does not have a minimum of one (1) year's experience at North Memorial within the clinical group. In the event that a unit is lacking nurses with sufficient experience who are interested in serving as preceptor, the Hospital and the Association will work together to address the situation.

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The Union reserves the right to amend, add, delete, or withdraw without prejudice any and all proposals submitted. The Union also reserves the right to submit future amended, revised or new proposals. Said proposals shall not be used in an Administrative Hearing or Arbitration as evidence of interpretation or intent if the proposal is withdrawn by the Union.