

Minnesota Nurses Association – North Memorial
2019 Negotiations
Third Proposal
April 16, 2019
Time Delivered: _____

MNA Proposal to North Memorial

The Union accepts the Employer's Package Proposal, as delivered on April 16, 2019 at 9:43am (addressing Union Proposal Nos. 35 and 6 and Employer Proposal No. 11).

The Union offers the following package proposal:

- The Employer accepts Union Proposal No. 3, modified as follows:

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 on the unit. 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.

- The Union accepts the Employer's counter offer to Union Proposal No. 14, as delivered on April 16, 2019 at 9:44am.
- The Union accepts the Employer's counter offer to Union Proposal No. 20, as delivered on April 16, 2019 at 9:44am.
- The Union accepts the Employer's April 16, 2019, 9:47am counter-offer to Union Proposal No. 12.

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not be used in an Administrative Hearing or Arbitration as evidence of interpretation or intent if the proposal is withdrawn by the Union.

- The Union accepts the Employer's April 16, 2019, 9:47am counter-offer to Union Proposal No. 10, modified as follows:

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 night differential. For example, if a rotator is assigned 25 night shifts out of 48 total shifts during a 12-consecutive week period, such nurse would receive the straight night differential for 25 work shifts.

- The Union withdraws Union Proposal No. 15.
- The Employer accepts Union Proposal No. 18.
- The Union accepts the Employer Proposal No. 3, delivered at 9:51am on April 16, 2019, modifies as follows:

The last paragraph of Art. 11.A. shall be modified as follows:

CPT RNs who have not met their work agreement for the previous four-(4) week schedule will not be eligible for any CNI shift or Capacity bonus shift.

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