



## Minnesota Nurses Association HealthEast Nurses Initial Proposals Summary

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Based on feedback from nurses, including the survey, All Nurse Meetings, and one-on-one conversations, your MNA Negotiating Team from HealthEast has made the following proposals that are specific to HealthEast, in addition to the proposals that all teams have made across the metro. Please note that these initial proposals serve as a starting point in negotiations with Fairview Health Services.

- **Increased Education Dollars** to help nurses raise the standards whether they are obtaining a degree, attending workshops, joining professional nursing organizations, or obtaining/renewing certifications.
- **Paid Workshop Days.**
- **Greater Management Accountability** for delivering timely, duty-free and compensated **required education.**
- **Unit Closure** language to help ensure nurses raise and maintain standards of Safe Patient Care.
- **Grid Review** language so nurses have a voice in setting and maintaining appropriate staffing.
- **Special provisions** to ensure delivery of appropriate patient care and protect nurses' contract rights when **technological Changes** happen.
- **Concrete measure** to stem the tide of **Workplace Violence.**
- **Employer commitment** to allow more nurses off for vacation.
- **Holiday Premium Pay** for all holiday hours worked if nurse works both Christmas Eve and Christmas Day or both New Year's Eve and New Year's Day.
- **Enhanced Leaves** new one week unpaid Wedding Leave.
- **New Differentials** added Float Pool Differential and Differential for nurses floated off home unit.