

Minnesota Nurses Association and Methodist Hospital Negotiations
Counter proposal
April 15, 2019

Nurses ~~may replace themselves with up to four (4) hours of overtimes per shift -posted schedule to cover who have a portion (i.e., 4 hours) of a shift denied on a vacation request that was denied during the original vacation granting period. can replace themselves even if such replacement entails four (4) hours of overtime.~~

Nurses who submit a vacation request for a two- (2) week period shall not have that request denied solely because the hospital is unable to grant a four- (4) hour block of time of off in that period.

No other qualifications on the scheduling of vacations shall be applied except as set out in this Agreement or as required by unavoidable situations in which granting of requested vacation time would have the effect of depriving patients of needed nursing service.

Earned vacation shall normally be taken within a 12-month period following the anniversary date when such vacation was earned. Provided, however, that earned vacation shall be carried over to a subsequent year if a nurse is unable to take accrued vacation within the foregoing time period because of the inability of the Hospital to grant such vacation time due to staffing needs.

No individual nurse may be granted more than eighty (80) vacation hours during the three 6-week schedule blocks from Memorial Day to Labor Day summer vacation weeks ~~as established by the staffing advisory committee each year.~~ If there are more vacation days available after granting period nurses maybe granted additional hours during the summer months.

Nurses will not have a trade or replacement request denied solely because there are open available shifts on a unit/department

Vacation Scheduling Process shall be reviewed quarterly in Staffing Advisory Committee.

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Article 4 (H)

A nurse who is assigned to work as charge nurse and also to precept a new charge nurses will be eligible for both the charge and preceptor and charge differentials. A nurse who, at the Hospitals request, agrees to fill in for a preceptor, shall be eligible for the preceptor differential for all hours worked in which they have assumed the preceptor duties regardless of whether the nurse has taken the preceptor training course.

Subsection E. Posting and Filling of Positions:

If a nursing position is or will be open, the Hospital will post on the bulletin board a notice for a period of at least seven (7) days before permanently filling the position. Said notice shall include a listing of the station unit, the number of shifts per payroll period, the shift rotation, the required qualifications for the position, and the person to whom to apply. ~~A nurse must be employed in their current unit/department for a period of 4-year-9 months prior to being eligible to apply for posted position outside their department before transferring to another unit. A nurse may transfer earlier than 9 months if the following conditions exist:~~

1. ~~Nurse will be granted a onetime exception if a preferred, shift, rotation or position becomes available during this 9-month timeframe.~~
2. ~~If the unit is not a good fit~~
3. ~~Interpersonal issues~~

~~No request will be unreasonably denied~~

In filling any such bargaining unit position, the primary consideration shall be whether the applicant meets the required qualifications to perform the duties of the open position. The transfer of a nurse to the position for which the nurse has been accepted may be postponed for a period not to exceed three (3) months if it is necessary to provide the proper skill level on the unit from which the nurse will be transferring. Subject to the foregoing, nurses meeting the required qualifications shall be given preference over nurses not currently employed by the Hospital, and as between nurses employed by the Hospital, preference shall be given to the most senior nurse within the bargaining unit.

The posting process outlined above can be waived when a nurse chooses to increase his/her regular work agreement by .1 and there is a business need for such an increase.

Union Proposal 2

Section 2. EDUCATIONAL DEVELOPMENT

It is the mutual purpose of the Minnesota Nurses Association and the Hospital to encourage each nurse to continue and pursue her or his professional interest and education in nursing. To this end, salary increments for educational advancement are provided for in Section 4 B of this Agreement. Provision has also been made in Section 13 for appropriate leaves of absence for educational purposes.

Subsection A.

Tuition Reimbursement:

The Hospital shall pay the nurse minimum reimbursement in the amount of seventy-five percent (75%) of tuition and required fees and books up to ~~two thousand five hundred dollars (\$2500.00)~~ three thousand one hundred dollars (\$3100.00) per year for educational course work at an accredited institution or seventy-five percent (75%) up to ~~\$3500.00~~ 4100.00 for course work toward a Baccalaureate or Master's Degree in Nursing under the following circumstances:

Packaged with agreement to union proposal #2 on education Development

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Employer agrees to withdraw proposed language on the employer's Proposal 7 then the Union agrees to withdraw language on Union Proposal 17