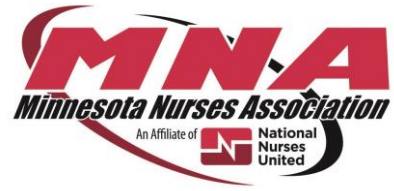




MNA NURSES RAISING STANDARDS TOGETHER



Bargaining Summary Day 5

Tuesday, April 30, 2019

Fairview's Staffing Solution: Nurses Grid proposal should "GO AWAY" and we want to "Clear the Table"

For the past four bargaining sessions, nurses consistently told management that they can and must do more to protect nurses who are hurt in their workplace. It took your management team four full days to finally provide a written response that offered no specific actions to keep nurses safe. In three pages of vague language, the only thing management could offer was to push the discussion of workplace violence into a committee.

Attempting to find an agreement, your nurse team offered a counter proposal with an ask of two hours of mandatory face to face education and up to three days of missed pay if a nurse is hurt.

Three hours later, management came back with nothing, saying "We are stuck."

Last week, nearly 100 nurses came to bargaining and asked management to improve grid reviews, using Southdale's Station 33 as an example of a failed process. This unit lost 78% of staff following a review that proceeded to mediation. Your employer responded: The current process "works well" and that they would like the proposal to "just go away."

Your nurse grid review proposal includes:

- Required grid reviews with deadlines for Employer responses
- Nurses on the unit must approve any grid with staffing reductions
- If the Union and the Hospital do not agree on the grid changes, a neutral arbitrator will make the final and binding decision

Nurses were able to narrow the focus of bargaining and the following employer proposals are now off the table:

- A proposal that would have forced nurses over 60 to work on-call
- A proposal that would have removed holiday exemptions earned by senior nurses

Your contract expires in 31 days! If you do not show up, you will lose. Join us at bargaining on MAY 15th to show management that nurses deserve more! 8:30 AM at the DoubleTree by Hilton Hotel Bloomington, Plaza Room 1

For more information, please go to the negotiations page of the MNA website. All Union and Employer proposals and proposal summaries can be found here by the end of the next business day: <https://mnnurses.org/news/2019-negotiations/>

Upcoming Actions & Events:

1. Read Your Email Updates
2. Attend All Member Meetings

Southdale All Nurse Meetings

Wednesday May 1

Sunnhet Room

7:30 AM – 5:30 PM

Drop in anytime

Riverside All Nurse Meetings

Wednesday, May 1

Brennan Center

7:30 AM – 5:30 PM

Drop in anytime

3. Wear RED! Show your solidarity by wearing red on bargaining dates:

- Thursday, May 2
- Wednesday, May 15

4. Build power in your facility by joining the Communication Action Team