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Nurses represented by MNA at University of Minnesota Medical Center - West Bank (including University of Minnesota Masonic) and Fairview Southdale Hospital:

The Fairview and MNA negotiation teams met again on Tuesday, April 30. We covered a variety of topics, including exchanging proposals on workplace safety and reinforcing our commitment to our current grid review process and the value it brings to our operations. Both parties also worked diligently to clear a number of proposals off the table to create momentum toward agreement.

Adding language to address workplace safety

Workplace safety is a critical issue for all of us, and we are very committed to making meaningful progress together. We previously made a [thorough presentation](#) on our past, present, and future workplace safety initiatives. At this session, we formally proposed adding language to the contract that reinforces and builds on our current efforts, and enhances the collaboration we are all looking for on this topic. Under our proposal:

- Nurses would directly influence the prioritization and implementation of plans related to workplace violence prevention, preparedness, and response. In addition to nurses having a voice on site-specific violence prevention committees, ties to the system workplace violence prevention committee would enhance that voice, and further use our nurses' expertise.
- Nurses would recommend preparedness and incident response action plans and annually review and propose change to those plans.
- We would evaluate new technology, visual cues and other reasonable means available to alert staff of any potential threats of violence.

- After an incident, a debrief will take place as appropriate that includes staff involved and other members of a typical debrief team. The intent of the debrief is to create a safe space for staff to discuss the event.
- A nurse who has experienced violence will be able to explore additional time off and access additional programs and resources to help aid in recovery.

We presented these additions to the union, and they responded back to us. We are continuing to share proposals as we work toward an agreement on this important topic.

Proposals dropped

After further discussion about the issues, both parties agreed to drop proposals in a good faith effort to make progress toward agreement.

We withdrew our proposals for on call and holiday exemptions and will retain the current contract language (#3 and #5). We also withdrew our proposal on job protection (#9) and proposal exchange (#14). The union dropped their proposals on breaks (#2), rotation and shift of choice (#5), vacation donation (#6), and bereavement and paid family leave (#8).

What's next

We meet again this Thursday, and we look forward to making additional progress. If you have questions, please contact your manager or email communications@fairview.org.

Your Chief Nursing Officers,

Deb Cathcart, University of Minnesota Medical Center – West Bank

Faye Deich, Fairview Southdale Hospital

