



## MNA NURSES RAISING STANDARDS TOGETHER



May 2, 2019

## Bargaining Summary

Today, we began negotiations with a moment of silence for two beloved HealthEast nurses who passed away this past week, Andy Welter and Dominic Terlisner.

We exchanged multiple responses and counter proposals.

Management provided a counter-proposal to the union's Workplace Violence Prevention proposal, which included a provision that if management is unable to provide a reasonable alternative, a nurse who has been victim of violence by a patient or their family member may be forced to re-assume care for that patient. Their proposal also significantly decreases accountability. Although management says they "worked really hard to put some words together" our Negotiation Team unanimously agrees that this language is unacceptable.

The union provided eight counter proposals/responses and after an almost 5-hour caucus management came back with no agreements. They continue to insist the union drop proposals around staffing and have not come back with any counter proposals or offers of common-ground. Management had some offers to drop minimal proposals on their end, in exchange for deeply felt proposals on behalf of the nurses.

Today's session was another slap in the face and insult to nurses. With little movement, and little promise to find common ground, your team needs you to step up and help send a clear message to management. **Will you join us at the next bargaining session on Wednesday, May 8 at the Double Tree Hilton from 8 a.m. to 4 p.m.?** You can come and go as you need, but we need a strong showing throughout the day.

***Why do you think management is so averse to putting language in the contract that would protect nurses and require mutual collaboration between management and nurses?***

### Upcoming Actions & Events:

1. Read Your Email Updates and talk with your co-workers
2. Attend All Member Meetings
3. Build power in your facility by joining the Communication Action Team
4. Wear RED on bargaining days to show support to the Negotiations Team
5. Commit to attend public actions

Upcoming sessions:

May 8

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/>