

Minnesota Nurses Association – Children's
2019 Negotiations
Union Package Proposal
May 3, 2019
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MNA Package Proposal to Children's

The Union offers the following package proposal:

1. The Employer accepts Union Proposal 1, modified as follows:

Effective June 1, 2020 nurses who have confirmed work agreements for twelve (12) hour shifts shall not be required to work more than every third weekend (Saturday and Sunday).

2. The Employer accepts Union Proposal 3 (Time Off Plan, Vacations) ✓
3. The Employer accepts Union Proposal 2 (Casual, Minneapolis Only)
4. The Employer accepts Union Proposal 7, as modified in the Employer's Package Proposal of 4/18 (Posting and Filling of Positions)
5. The Employer accepts Union Proposal 9 (Promotions, Transfers, and New Positions)
6. The Union Withdraws Union Proposal 15 (Per Diem)
7. The Union withdraws Union Proposal 8 (Discipline)
8. The Employer Accepts Proposal 14 (Case Manager) with the following modification

Children's Hospitals and Clinics of Minnesota and Minnesota Nurses Association hereby agree as follows with regard to positions in the Case Manager role:

~~Selection of people to fill case manager positions will be made by the manager based only on qualifications as determined by the manager. A standardized interview will be used for all candidates.~~

If patient care areas are experiencing a need to reduce staff in a daily mandatory LOA situation or longer term layoff situation, case managers would not be canceled, laid off or bumped out of their case manager position.

Notwithstanding Article 3.(c)(5) of the Minneapolis contract and Article 3.(c)(6) of the St. Paul contract, case managers with less than 41,600 hours of seniority will not have a blocked base schedule.

The Union reserves the right to amend, add, delete, or withdraw without prejudice any and all proposals submitted. The Union also reserves the right to submit future amended, revised or new proposals. Said proposals shall not be used in an Administrative Hearing or Arbitration as evidence of interpretation or intent if the proposal is withdrawn by the Union.

9. The Union accepts Employer 6 (Transfers) with the following modification:
A nurse is not eligible or qualified to apply for a position in a different unit until the nurse has been working on the current unit for a period of ~~two years~~ one year, unless the hospital determines to waive this limitation or disqualification.
10. The Union accepts Employer Proposal No. 8 (Assessment Period) as modified in the Union package proposal of 4/18
11. The Union accepts Employer 5 (Mandatory Low Need) as modified in the Union package proposal of 4/18.

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