

5/7/19
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North Memorial Health | MNA
2019 Negotiations

May 7, 2019

PACKAGE PROPOSAL

U-12. Modify Article 10(C) as follows.

C. Increase in Part-Time Hours (Creep Language):

A regularly scheduled part-time nurse who, over a six- (6) month period, is consistently scheduled for or consistently works more shifts than the number confirmed or the most recent amendment to that employment understanding shall, upon request of the nurse, have her or his confirmed number of work shifts increased up to the average number of shifts actually worked in the preceding six (6) months. [¶]

In the event that a nurse who normally works a mix of 8-hour and 12-hour shifts has been consistently scheduled for or has been consistently working more hours than the nurse's authorized FTE, the nurse may request to increase their FTE, and the Hospital will compare the nurse's shifts per pay period with factors such as numbers of concurrent leaves of absence, census, and acuity trends, and shall grant the request if it is concluded that the added hours will continue to be needed. [¶]

If there are nurses holding recall rights to available hours, confirmation of increased work shifts to a nurse under this provision shall be delayed until qualified nurses holding recall rights to available hours have been offered recall. The above notwithstanding, no nurse shall be regularly scheduled for greater than full-time hours.

U-20. The Employer is agreeable to U-20 involving Article 21(Q) of the contract as part of this package with the mutual understanding and agreement that seniority does *not* matter within #1 Agency / Pool / Travelers. ("Pool" is a reference to RNs supplied to the Hospital who are *not* part of the bargaining unit.)

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U-10. Modify the sixth paragraph of Article 9(J) as follows, with the rest of this section remaining the same.

If a nurse who works a rotating schedule is assigned greater than 50% of his/her hours on the evening or night shifts for twelve (12) consecutive weeks or more, the nurse will receive the corresponding straight evening or straight shift differential. For example, if a nurse who works a rotating schedule is assigned 25 night shifts out of 48 total shifts during a twelve-consecutive-week period, such nurse would receive the straight night differential for the 25 night shifts.

Note—The Employer is willing to agree to this as part of the package proposal. The Employer disputes that the current contract language can or should be interpreted in this manner. The Employer is willing to compromise and agree to the Union's proposal for *this enhancement* to make overall progress in these negotiations.

The Employer would drop or withdraw ER-10.

The Union would drop or withdraw U-15.

The Union would drop or withdraw U-26.

The Union would drop or withdraw U-27.

The Union would drop or withdraw U-28.