

North Memorial Health | MNA
2019 Negotiations

May 7, 2019
PACKAGE PROPOSAL

R Col 9:48
5/7/19

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.)

ER-7. The parties agree to ER-7 as follows. For purposes of clarification only, add the following paragraph to Article 31(C) right after the existing first paragraph.

Where the Hospital uses an annual defined vacation sign up period, nurses may request a maximum of two (2) calendar weeks of vacation time between May 15 and September 15. If a unit has available vacation hours during this period available after completion of a first round of the sign up process, a second round of the sign up process will occur, during which remaining vacation slots during the May 15 to September 15 period may be requested and will be granted in seniority order.

U-24. The Employer is agreeable to modifying the relevant portion of Article 31(C) as follows with the rest of this section remaining the same, except as identified below.

*** Registered Nurses have the ability to use one weekend day of vacation for every week of earned vacation. The previous sentence shall not apply to nurses who only work weekends; such nurses may request vacation time on weekends subject to the normal vacation approval process.

U-24 and ER-8. Modify the relevant portion of Article 31(C) as follows with the rest of this section remaining the same, except as identified below.

The number of RN vacations to be based on this formula:

~~0.5 FTE total caregiver vacation can be granted for every seven (7) caregiver FTEs regularly scheduled.~~

- ~~1. Determine number of caregiver FTEs~~
- ~~2. Divide by 14~~
- ~~3. To determine RN slots, multiply by the percentage of RN staff~~

Example:

- ~~1. A unit has 40 caregiver FTEs~~
- ~~2. $40/14 = 2.86$ FTEs~~
- ~~3. $2.86 \times .7 = 2$ RN FTE vacations can be granted~~

1. Determine the number of productive RN FTEs
2. Divide by 14 (days in a pay period)
3. Multiply by 80 (hours in 1.00 FTE in a pay period)

Example:

Unit has 24.5 productive RN FTEs / 14 = 1.75
 $1.75 \times 80 = 140$ hours per pay period

This formula would need to be evaluated for applicability to each fixed staff unit.

The Hospital would withdraw ER-10 [diversion of drugs].

The Union would withdraw U-34 [staffing crisis bonus]