

North Memorial Health | MNA  
2019 Negotiations

Revised @  
9/1/19  
- 5/7/19

Tentative Agreements as of 5/7/19 Start of Session

U-3. Add a new Article 5(A) paragraph #7 as follows.

7. A nurse shall not serve in the preceptor role unless the nurse has one (1) year of experience at North Memorial within the clinical group. In the event that a unit is lacking nurses with sufficient experience who are interested in serving as preceptor, the Hospital and the Association will work together to address the situation. The topic of reduced patient assignments while nurses are orienting to the patient care unit will be discussed during Joint Staffing Committee meetings.

U-6. Modify Article 9(B) as follows.

B. Recognition of Prior Experience:

Upon the employment by the Employer of a nurse who has had prior experience as a professional nurse (including prior experience as a professional nurse outside of the United States), either in some other hospital or during a period of prior employment in the Hospital, the Employer will review and evaluate the experience and qualifications of such nurse and assign such credit as the Employer deems reasonable to the previous experience of the nurse. For the purpose of classification of the nurse relating to salary, this credit will be considered as the equivalent of employment in the Hospital.

ER-3. Add the following as a new paragraph #7 under Article 11(A), CPT Requirements:

7. A shift for which a casual part-time (CPT) nurse received a capacity bonus under Article 14 of this Agreement shall not count towards the minimum work requirements for the CPT nurse set forth in this Article 11. A CPT nurse must meet all requirements set forth in this Article 11 without including or counting shifts for which the CPT nurse received a capacity bonus.

U-13. Modify the relevant paragraph B-7 in Article 13 (under the heading, *Registered Nurses Who Agree to Participate in the SVSS Program*) as follows, and delete paragraph B-8, with the rest of this section remaining the same.

7. Will be paid at the hourly rate of ~~forty dollars (\$40)~~ fifty-five (\$55) dollars per hour plus differentials for evening or night shifts

as in the Section related to Shift Differential.

8. ~~The holiday rate of pay will be forty (\$40) dollars an hour.~~

U-14. Modify the relevant paragraph D in Article 15 (under the heading, *Current North Memorial Part-Time and Casual RNs*) as follows with the rest of this section remaining the same.

D. ~~The hourly rate of pay for pre-scheduled CNI shifts is forty seven dollars and fifty cents (\$47.50). The hourly rate of pay for unscheduled CNI shifts is forty five dollars (\$45.00). The hourly rate of pay for pre-scheduled CNI shifts and for unscheduled CNI shifts is sixty dollars (\$60.00).~~ Differentials for weekends, evenings, nights, and charge duty will be paid in addition to this hourly rate.

ER-5. Add a new Article 22(G) as follows:

G. In the interest of patient safety, except in the case of an emergency as determined by the Hospital, a nurse may not work double shifts more than three days in a row. For purposes of this section, for a nurse working a 12-hour shift, working an additional four hours (or more) shall constitute a double shift.

Except in the case of an emergency as determined by the Hospital, a nurse may not work more than one hundred twenty (120) hours in a two-week pay period.

ER-11. **Article 56 - Social Security.** Delete this article.

U-35. The Letters of Understanding will remain appended to the contract document.