

Minnesota Nurses Association – North Memorial
2019 Negotiations

_____ Proposal

May 7, 2019

Time Delivered: 8:52 pm

MNA Proposal to North Memorial

The Union modifies its Proposal No. 31 as follows:

Union Proposal #31: Amend Art. 51.C. EDUCATIONAL DEVELOPMENT: Required Education Subsequent to Employment, to read:

Any education required by the Employer subsequent to employment shall be provided during hours compensated pursuant to the Contract Agreement and with the expenses thereof paid by the Employer.

Mandatory meetings and required education will be offered or made accessible to the Registered Nurse during or adjacent to the nurse's scheduled work shift. Alternate mechanisms such as video tapes, audio tapes, or self-study may shall normally be offered used, though the parties acknowledge that alternate mechanisms may not be effective in all instances (e.g., educating a nurse on how to start an IV).

The Employer agrees to develop and implement a system to channel mandatory/required education for RNs into a manageable format. Mandatory education shall be bundled and assigned to nurses semi-annually, except in order to maintain regulatory compliance. Nurses shall have the right to complete bundles estimated to take four (4) hours or more during their normal shift time (as confirmed in their Work Agreement), without assigned patient care duties.

This will be routed through the Education Department to provide a continuous, yet predictable, planning schedule to ensure RNs stay consistently informed and current with key information.

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not be used in an Administrative Hearing or Arbitration as evidence of interpretation or intent if the proposal is withdrawn by the Union.