

Minnesota Nurses Association – North Memorial
2019 Negotiations
_____ Proposal

May 7, 2019

Time Delivered: 10:15 pm

MNA Proposal to North Memorial

The Union offers the following package proposal in response to the Employer's last package proposal:

- Employer agrees to Union Proposal No. 12, modified as follows:

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.

- Employer agrees to Union Proposal No. 20, 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.)
- Employer agrees to Union Proposal No. 10, modified as follows:

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 night differential. For example, if a rotator is assigned 25 night shifts out of 48 total shifts during a 12-consecutive week period, such nurse would receive the straight night differential for 25 work shifts.

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.

- Employer withdraws Employer Proposal No. 10.
- Employer withdraws Employer Proposal No. 1
- Union withdraws Union Proposal No. 15.
- Union withdraws Union Proposal No. 26.
- Union withdraws Union Proposal No. 27.
- Union withdraws Union Proposal No. 28.

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