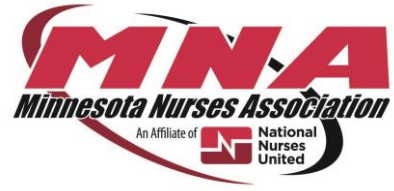




MNA NURSES RAISING STANDARDS TOGETHER



May 8, 2019

Bargaining Summary

“You say you want to keep us safe. You have to actually COMMIT to keeping us safe!”

Thank you to all of the HealthEast nurses who took time out of their day today to join us at the bargaining table to support the efforts of the Negotiation Team. It was an incredible show of solidarity. The bravery and dedication of these nurses will help empower more nurses to use their voices and presence to help advance their practice.

Today was the 6th session with HealthEast management and with only one more bargaining session scheduled at this time, it is imperative that we begin making some measurable movement with negotiations. However, managements' lack of interest in adding any type of language in the contract that would hold them accountable to meaningful action continues to be a barrier.

In their first ever counter-proposal regarding any staffing language, management agreed to structured annual grid reviews, however, removed any true collaboration with the nurses or union, stating MNA will merely “participate” in the review. They also stated that any downward changes could “only occur after being evaluated by the team” but neglected to include being **agreed upon** by the collective team.

Management continues to refuse to allow an MNA nurse to co-chair the workplace violence committee, saying that co-chairperson Maria Raines, St. Joseph's CNO, is a “champion of workplace violence prevention.” But the nurses in the room recognized that the list of items that Maria has boasted have come from the WPV committee are not effective as evidenced by the continued and escalating issues on the floors and lack of administrative response.

Will you commit to continue to put pressure on management to give meaningful movement and join us for negotiations on the 15th?

Upcoming Actions & Events:

1. Read your email updates and talk with your co-workers.
2. Attend all member meetings tomorrow in each hospital's cafeteria 7:45 a.m., 1:30 p.m., 3:45 p.m.
3. Build power in your facility by joining the Communication Action Team.
4. Wear RED on bargaining days to show support to the Negotiations Team.
5. Commit to attend public actions.

Upcoming sessions:
May 15

All Union and Employer proposals and proposal summaries can be found here by the end of the next business day:

<https://mnnurses.org/news/2019-negotiations/>