

MNA PACKAGE PROPOSAL #1 TO HEALTHEAST

MAY 8, 2019

MNA offers the following package of proposals which must be accepted or rejected in its entirety:

- (1) MNA proposes that it will drop Union Proposal #2 – Article 3B- Hours; Breaks (New Language) if the Employer will accept Union Proposal #15 – Article 31(D) Association Communication & Chairpersons – Union Representatives (New Proposed Section on MNA Staff Representatives' Access to Hospital Premises .)
- (2) MNA proposes that Employer will drop its Opening Proposal #9, and any variation of said Proposal regarding Dues Deduction after expiration of the Contract. The Union will drop its New Employee Orientation Proposal language, provided that Employer agrees that the Employer and Union will continue to work collaboratively through LMC to refine and improve the New Employee Orientation Process. As the Employer indicated on May 2, 2019 that it sought clarity on the Union's proposal on dues deduction, the Union proposes the following language change to clarify its practices regarding updates and refinements of dues authorizations:

ASSOCIATION SECURITY

1. ASSOCIATION SECURITY

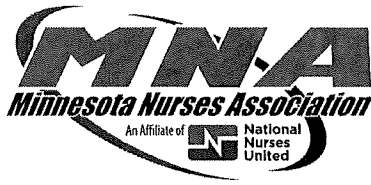
- A. Payroll Dues Deduction: The Hospital agrees to deduct payments required by this Section from the salary of each nurse who has executed the dues and fees authorization card ~~which has been agreed upon by the Hospital and Minnesota Nurses Association.~~ **The Hospital acknowledges that from time to time MNA updates the Dues Authorization process and that technological advances may impact the form of dues authorization.** Deductions shall be based upon the amounts certified as correct from time to time by the Association and shall be made, continued and terminated in accordance with the terms of said authorization card. Withheld amounts will be forwarded to the designated Association office for each calendar month by the tenth of the calendar month following the actual withholding, together with a record of the amount and those for whom deductions have been made. The Association will hold the Hospital harmless from any dispute with a nurse concerning deductions made.
- B. (No Changes)

Rejected 4:27

C. (No Changes)

D. (No Changes)

E. (No Changes)



Package Proposal

MNA RESPONSE AND COUNTERPROPOSAL TO EMPLOYER'S DROP-DROP - ER PROPOSAL #10 (MARCH 15TH PROPOSAL EXCHANGE) FOR UNION #10 (DISCIPLINE AND TERMINATION)

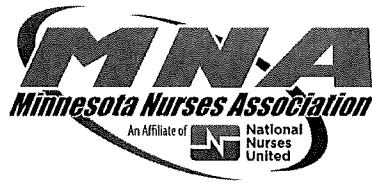
MAY 8, 2019

The Union will agree to drop Union Proposal #10 (Article 19 Discipline and Termination) if the Employer agrees to Drop Employer Proposal #10 (Article 43 Duration and Renewal) removal of required exchange of Proposals by March 15th of the year of contract expiration and agrees to add the language reflected in Union Proposal # 1 (Article 2 Educational Development) which prohibits disciplinary action for failure to timely complete required education under the specified circumstances.

Rejected 4:24

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.

5/8/19



**MNA MODIFIED PROPOSAL 3 REGARDING CONTRACT SECTION 3C
HOURS - SCHEDULING**

~~A.~~ C. Scheduling: The general pattern of scheduling will be as follows:

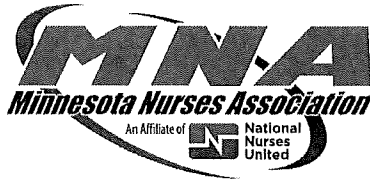
1. (No Change)
2. (No change)
3. Normally there shall be at least twelve (12) hours between assigned shifts (days, relief—(evenings) or nights) except on days prior to scheduled days off. For those nurses working twelve (12) hour rotating shifts, those nurses shall be afforded at least twenty-four (24) hours between start times, unless the nurse consents to this shift pattern.
4. (No Change)
5. Except for on call requirements, nurses shall not be scheduled to work more than seven ~~(7)~~ five (5) consecutive days without the nurse's consent. In addition, nurses shall normally not be scheduled for more than forty-eight (48) consecutive hours of first call on-call or 72 consecutive hours of 2nd call on-call. (Example: Surgical Services RN may be scheduled for M – F eight (8) hour shifts followed by up to forty-eight (48) hours of off-premises call shifts Saturday and Sunday.)
6. ~~Effective September 1, 1998,~~ Scheduled Registered Nurses may utilize casual part-time Registered Nurses to cover additional paid time off.
- ~~6.~~ ~~7.~~ The Hospital will not normally schedule a nurse to work more than three (3) consecutive calendar days of twelve (12) hour shifts without the consent of the nurse. Nurses working three (3) consecutive twelve (12) hour shifts shall not be scheduled for an additional eight (8) hour shift on the day immediately preceding or following such consecutive twelve

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(12) hours shifts, unless the nurse consents to this shift pattern.

~~Exceptions to the general pattern of scheduling may be made by agreement between the Hospital and the nurse concerned or in cases of emergency or unavoidable situations where the application of the general patterns would have the effect of depriving patients of needed nursing service.~~

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MNA RESPONSE TO EMPLOYER PROPOSAL FOR DROP OF EMPLOYER PROPOSAL #3 FOR DROP OF UNION
#7 (CATASTROPHIC SICK LEAVE BANK) AND #8 (FAMILY LEAVE)

MAY 8, 2019

The Union requires further information, for which it has submitted a Request for Information, in order to further evaluate Union Proposals #7 and #8. Accordingly, it is not in agreement to drop either of these proposals at this time.

