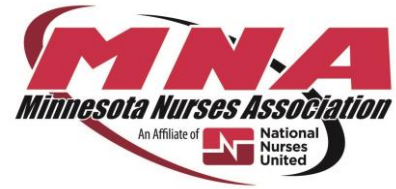




MNA NURSES

RAISING STANDARDS TOGETHER



May 14, 2019

The GOOD NEWS: NURSES WIN WORKPLACE VIOLENCE

It took the hospital 7 bargaining sessions to finally agree to your demands regarding Workplace Violence. Eventually, management shifted to what the nurses wanted to address Workplace Violence. This tentative agreement (TA) sets the new standard for nurses in the Metro and possibly the state and/or the country!

- Nurses will get up to 3 consecutive calendar days off immediately following the date of the incident of paid administrative leave as the result of a workplace violence incidence with medical certification and this incidence must be reported by the nurse. If the nurse is unable to report this event immediately the nurse will have a ten (10) day window to file this report and this administrative leave may be provided retroactively.
- A nurse shall not be required to assume the assignment to a patient if that patient, that patients' family, or that patient's visitor that committed a violent act against them without their consent or in case of emergency.
- A debrief will be scheduled to occur as soon as reasonably possible (and reasonable effort will be made to have this debrief in 72 hours) after the report of the event has been received.

Nurses won Workplace Violence because for the past weeks you've shown up and management realized how much you cared about the issue. Your Negotiating Team would like to thank the nurses who attended bargaining sessions as it helped keep them focused and energized. You truly made a difference. The Negotiating Team is still left wondering what could have happened if management had met with the nurse group for more than 40 minutes in the first 12 hours of bargaining.

The BAD NEWS: 12 years of No Respect!

Methodist is valuing you at 2%, 2%, 1.5%

Yesterday, Methodist management continued to build on their 9-year strategy of keeping your wage increase ceiling no higher than 2% per year. Methodist's initial wage proposal was 2%, 2% and 1% wage increase over 3 years. After discussion they came back and offered 2%, 2%, 1½%. They are trying to pull your wages down for the 12th year in a row!

Expect the hospital to say that your step increase should be viewed as together with your wage increase! The step increase is to reward your commitment, seniority, and hard work. The average FTE, with casuals and per diems included, is .7 FTE and it takes about one and one-half years to achieve the step increase. Additionally, not every nurse gets a step increase annually or at all.

Upcoming Actions & Events:

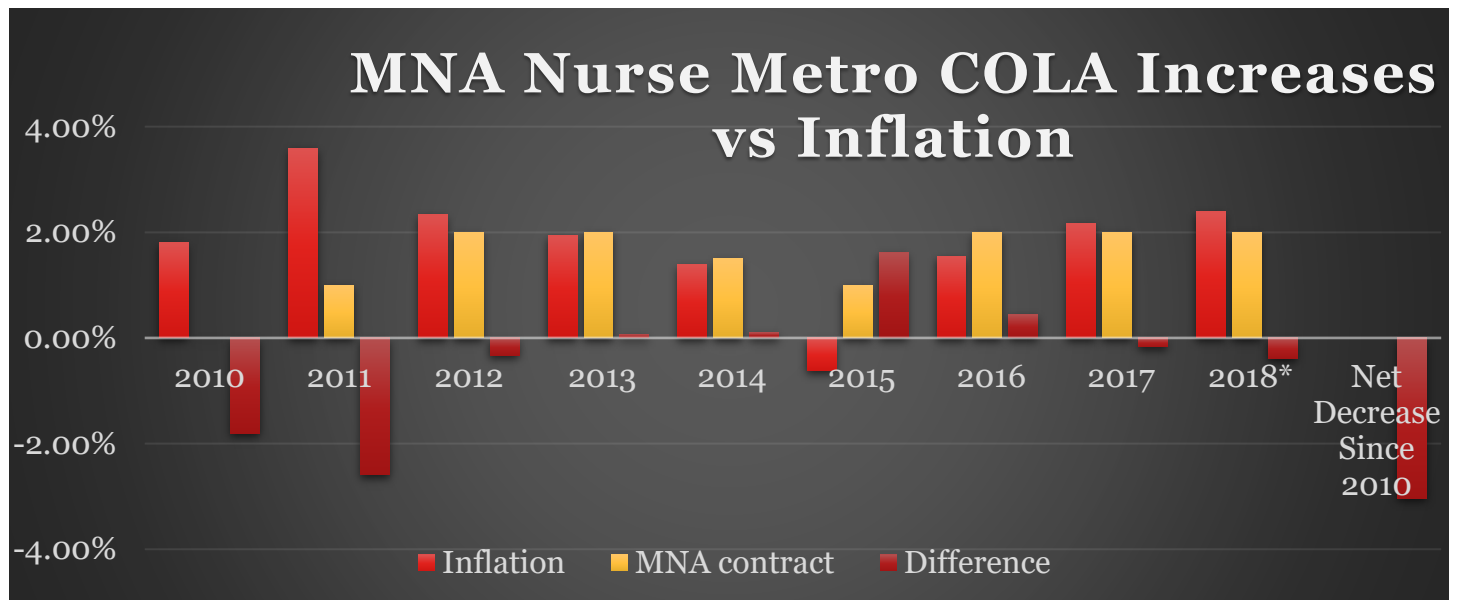
1. Attend the All Nurse Meeting next Tuesday, May 21st in the MH Auditorium from 7:30am to 5pm.
2. Attend the Picket School and learn what a picket is, what it does, and how it will make you powerful and win a respectable wage increase.

They will be held in the MH Auditorium on Tuesday, May 21st and Wednesday, May 22nd from 7:30am-5pm.

This is insulting and it is time to take this informational picket seriously. This week, MNA Organizer Joel Van Horn, along with the bargaining team members and your MNA tri-chairs will be teaching a 'Picket School'. Stop by and learn what a picket is, what it does, and how it builds nurse power!

Methodist Hospital revenues has increased whereas nurses' wages since 2010 have not kept up with inflation.

Methodist has recovered nurses haven't!



METHODIST'S REVENUES GROW

