

9.11

Minnesota Nurses Association and Methodist Hospital Negotiations  
May 13, 2019  
Workplace Violence Counter

Article 24, Section E

Workplace Violence

The Hospital and Association recognize the effects that incidents of violence have on patients, visitors and staff. The Hospital is committed to providing a safe, healthy and secure environment for patients, visitors, and staff. In order to ensure the professional longevity and continued health of staff who work in areas where violent events may occur, the Hospital and the Association are committed to working together to prevent and respond to incidents of violence.

The Hospital will ~~communicate~~ provide education on and reinforce its commitment to the Hospital's Violence Free Workplace Policy and will communicate its expectations to staff, patients and visitors.

The Hospital will continue to evaluate the appropriate use of technology, visual cues and other reasonable means for alerting staff that a patient, patient's family member or visitor has a history of violence on the Hospital campus.

Hospital security will be alerted and engaged as appropriate to support and promote a safe work environment.

Nurses are encouraged to report all incidents of workplace violence and to contact the Employee Occupational Health and Safety Department following any incident of workplace violence. Employee Occupational Health and Safety will contact the nurse's leader to coordinate the implementation of post-incident protocols. Employee Occupational Health and Safety will facilitate support and resources for the affected employee(s) such as the Employee Health Clinic, Employee Assistance Program and stress management resources.

A nurse who has experienced workplace violence will be given the opportunity to be free from duty without loss of pay for the remainder of that shift. ~~If additional time away is needed the Employee Occupational Health and Safety Department will explore options with the nurse via programs and resources and offerings available such as paid administrative leave and assistance with the Workers' Compensation process.~~

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in an Administrative Hearing or Arbitration as evidence of appropriate of interpretation of intent if the proposal is withdrawn by the Union.

Staff nurses will be afforded up to three (3) days of paid administrative leave to be used specifically for recovery following an incident of assault when the nurse is unable to continue working. In order for a nurse to access this paid administrative leave days off, the nurse may be required to provide a note from a nurse's medical provider. Furthermore, an incident of workplace violence must be reported in order to access this paid administrative leave; however, if a report is made at a later date, paid administrative leave may be accessed retroactively.

A nurse who has experienced violence that was committed by a patient ~~or a~~ that patient's family, or patient's visitor shall not be required to assume the assignment of that patient on a future date without the consent of the nurse or in the case of emergency. ~~unless the nurse's care is vital to ensuring the patient's need for care is met.~~

Following the report of a violent event a documented debrief will take place as appropriate that includes staff involved and other members of a typical debrief team ~~or their designee(s)~~. The intent of the debrief is to create a safe space for staff to discuss the event. The debrief will be scheduled to occur as soon as reasonably possible (but no later than 72 hours) after report of the event has been received.

Reported incidents of violence will be reviewed monthly in 2019 and regularly thereafter by the Labor-Management Committee or its delegate. The Labor Management Committee will review trends and through mutual agreement make recommendations for

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9:17

Minnesota Nurses Association and Methodist Hospital Negotiations  
May 13, 2019  
Package Proposal

1. Union drops Union Proposal #14 Section 27 Paid Chair Time with the proviso that starting no later than forty-five (45) days following ratification of the 2019-2022 CBA the Union and the Employer agree to renegotiate the paid chair time letter dated April 16, 1997 to increase paid chair time after these negotiations have concluded.
2. Union drops Union proposal #11 Subsection B Temporary Unit Closure
3. Union agrees to drop Union Proposal #16 Staffing Crisis Bonus
4. Union agrees Employer proposal #3a
  
5. Employer drops Employer Proposal #10 Modify Article 39 (Duration and Renewal) to remove the requirement that the parties exchange proposals by a specific date.

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3.36

**Park Nicollet Methodist Hospital  
And  
Minnesota Nurses Association  
HOSPITAL Counterproposal #7 Regarding:**

**Union #13 (Workplace Violence) FURTHER MODIFIED:**

**May 13, 2019**

Article 24, Section E

Workplace Violence

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A nurse who has experienced workplace violence will be given the opportunity to be free from duty without loss of pay for the remainder of that shift. If additional time away is needed the Employee Occupational Health and Safety Department will explore options with the nurse via programs, resources and offerings available such as paid administrative leave and assistance with the Workers' Compensation process. Upon receipt of medical certification confirming physical or emotional injury necessitating additional time off

beyond the day of the incident, the Hospital may grant the nurse up to three consecutive calendar days off without loss of pay immediately following the date of the incident, in the form of paid administrative leave. Furthermore, the incident of workplace violence must be reported by the nurse in order to be eligible for any paid administrative leave. However, if a report is made more than three days after the event (but in no event later than ten days) administrative paid leave may be provided retroactively.

**A nurse who has experienced violence that was committed by a patient or that patient's family shall not be required to assume the assignment of that patient on a future date without the consent of the nurse or in the case of emergency, ~~unless the nurse's care is vital to ensuring the patient's need for care is met.~~**

Following the report of a violent event a documented debrief will take place as appropriate that includes staff involved and other members of a typical debrief team. The intent of the debrief is to create a safe space for staff to discuss the event. The debrief will be scheduled to occur as soon as reasonably possible after report of the event has been received.

**Reported incidents of violence will be reviewed monthly in 2019 and regularly thereafter by the Labor-Management Committee or its delegate. The Labor Management Committee will review trends and through mutual agreement make recommendations for change.**

**The Hospital reserves the unconditional right to add to, modify or withdraw any proposals prior to final agreement on all terms for a new Collective Bargaining Agreement.**

4:55

Minnesota Nurses Association and Methodist Hospital Negotiations  
May 13, 2019  
Package proposal

1. The Union agrees to drop all remaining open Union proposals
2. The Employer agree to drop all remaining open Employer proposals
  
3. Article 24, Section E

Workplace Violence

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Upon receipt of verifiable medical certification confirming physical or emotional injury necessitating additional time off beyond the day of the incident, the Hospital may will grant the nurse up to three consecutive calendar days off without loss of pay immediately following the date of the incident, in the form of paid administrative leave. Furthermore, the incident of workplace violence must be reported by the nurse in order to be eligible for any paid administrative leave. However, if a report is made more than three days after the event (but in no event later than ten days) administrative leave may be provided retroactively

A nurse who has experienced violence that was committed by a patient ~~or a~~ <sup>that</sup> patient's family, or patient's visitor shall not be required to assume the assignment of that patient on a future date without the consent of the nurse or in the case of emergency. ~~unless the nurse's care is vital to ensuring the patient's need for care is met.~~

Following the report of a violent event a documented debrief will take place as appropriate that includes staff involved and other members of a typical debrief team or their designee(s). The intent of the debrief is to create a safe space for staff to discuss the event. The debrief will be scheduled to occur as soon as reasonably possible (but no later than 72 hours) after report of the event has been received.

Reported incidents of violence will be reviewed monthly in 2019 and **regularly** thereafter by the Labor-Management Committee or its delegate. The Labor Management Committee will review trends and through mutual agreement make recommendations for

4. The Union amends it its opening wage proposal to  
Across the board wage increase 5% for year 2019, 5% for 2020 and 5<sup>2</sup> for 2021.

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EMPLOYER RESPONSE TO  
Minnesota Nurses Association and Methodist Hospital Negotiations  
May 13, 2019  
Package proposal

1. The Union agrees to drop all remaining open Union proposals
2. The Employer agree to drop all remaining open Employer proposals

3. Article 24, Section E

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Upon receipt of verifiable medical certification confirming physical or emotional injury necessitating additional time off beyond the day of the incident, the Hospital ~~may~~ agrees to grant the nurse up to three consecutive calendar days off without loss of pay immediately following the



date of the incident, in the form of paid administrative leave. Furthermore, the incident of workplace violence must be reported by the nurse in order to be eligible for any paid administrative leave. However, if a report is made more than three days after the event (but in no event later than ten days) administrative leave may be provided retroactively

A nurse who has experienced violence that was committed by a patient, that patient's family, or that patient's visitor shall not be required to assume the assignment of that patient on a future date without the consent of the nurse or in the case of emergency. ~~unless the nurse's care is vital to ensuring the patient's need for care is met.~~

Following the report of a violent event a documented debrief will take place as appropriate that includes staff involved and other members of a typical debrief team or their designee(s). The intent of the debrief is to create a safe space for staff to discuss the event. The debrief will be scheduled to occur as soon as reasonably possible (and every reasonable efforts will be made to have this debrief in 72 hours) after report of the event has been received.

Reported incidents of violence will be reviewed monthly in 2019 and regularly thereafter by the Labor-Management Committee or its delegate. The Labor Management Committee will review trends and through mutual agreement make recommendations for change.

**WAGES TO BE NEGOTIATED SEPARATELY, NOT AS PART OF THIS PACKAGE.**

10:03pm

Minnesota Nurses Association and Methodist Hospital Negotiations  
May 13, 2019  
Proposal package

The Union drops all remaining open proposals  
The Employer drops all remaining open proposals

The Union stands by its modified wage offer of  
5% in 2019, 5% in 2020 and 5% in 2021

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