

Minnesota Nurses Association – Children's
2019 Negotiations
Union Counter Proposal
May 14, 2019
Time Delivered: 9:40 AM

MNA Counterproposal to Children's

Workplace Violence (The following will be inserted as a new article to both agreements)

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 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.

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not be used in an Administrative Hearing or Arbitration as evidence of interpretation or intent if the proposal is withdrawn by the Union.

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.

Upon receipt of verifiable medical certification confirming physical or emotional injury necessitating additional time off beyond the day of the incident, the Hospital 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.

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 reasonable effort will be made 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 Systems Labor-Management Committee or its delegate. The Systems Labor Management Committee will review trends and through mutual agreement make recommendations for change.

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Minnesota Nurses Association – Children's
2019 Negotiations
Union Package Proposal
May 14, 2019
Time Delivered: 9:40 AM

MNA Package Proposal to Children's

The Union offers the following package proposal:

1. The Employer withdraws Employer 4 (Summer Deferral Bonus)
2. The Union accepts the Employer counter proposal on Union 3 (Vacation) with the following language added:

If a mutually agreeable decision is reached, that decision shall determine the vacation slots for the year.

If a mutually agreeable decision cannot be reached, the parties will refer the matter to arbitration. Any demand for arbitration shall be in writing and must be received by the other party within twelve (12) workdays receipt of the Hospital's response.

The arbitration request shall be referred to arbitrator selected from a list of nine (9) neutral arbitrators to be submitted by the Federal Mediation and Conciliation Service (FMCS), Greater Twin City Metropolitan area list.

The arbitrator's decision will be final and binding upon the Minnesota Nurses Association and the Hospital. The fees and expenses of the neutral arbitrator shall be divided equally between the Hospital and the Union.

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Minnesota Nurses Association – Children's
2019 Negotiations
Union Package Proposal
May 14, 2019
Time Delivered: 5:00 pm

MNA Comprehensive Proposal to Children's

The Union offers the following package proposal:

Union 1 (Scheduling): TA on 5/9/19

Union 2 (Casual): Union Withdraws

Union 3 (Vacation): TA on 5/14/19

Union 4 (Association Activities): NNU Only (union withdraws all other changes as a part of this package)

Union 5 (Bereavement Leave): Withdrawn 5/9/19

Union 6 (Union Leave): Withdrawn 5/9/19

Union 7 (Schedules and Posting): Union Withdraw

Union 8 (Discipline): Union withdraws as a part of this package

Union 9 (Promotions, Transfers and new positions): Union Withdraw

Union 11 (Access of Union Representatives): Employer Accepts

Union 12 (Definitions): Withdrawn 5/9/19

Union 13 (Duration and renewal): Employer Accepts

Union 14 (Case Manager): Withdrawn 5/9/19

Union 15 (Per Diem): Withdrawn by Union

Union 16 (Letters of Understanding): Resolved in TA of 5/9/19

Union 17 A and B: Union Withdraws

Union 18 (On Call Rates of Pay): Union Withdraws

Union 19 (Tuition Reimbursement): Employer Accepts (Union withdraws backdating portion of this proposal)

Union 20 (Educational Development): Employer Accepts

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Union 21 (Breaks): Union Withdraws

Union 22 (Bonus for Extra Unscheduled Shifts): Union Withdraws

Union 23 (Salary): Employer Accepts

Union 24 (Shift Differentials): Union Withdraws the Crisis Bonus portion, Employer Accepts

Union 25 (Part Time Sick Leave): Union Withdraws

Union 26 (Sick Leave): Union Withdraws

Union 27 (Vacations): Union Withdraws

Union 28 (Paid Family Leave): Union Withdraws

Union 29 (Grid Review): Union Withdraws

Union 30 (Insurance): Employer Accepts

Union 31 (Short Term Disability): Union Withdraws

Employer 1 (Certifications): Union Accepts as Modified as the Employer Proposal of 5/3/19, 9:45 pm

Employer 2 (On Call Rates of Pay): Employer Withdraws

Employer 3 (Flex Time Cap): Employer Withdraws

Employer 4 (Summer Deferral Bonus): Withdraw 5/14 TA

Employer 5 (Mandatory Low Need Days): Union Accepts as Modified in as a part of the Union package proposal of 4/18/19

Employer 6 (Transfers): Union Accepts as it appears in the employer handout of 5/3/19 4:36 pm

Employer 7 (Dues Check Off): Employer Withdraws

Employer 8 (Assessment Period): TA on 5/9/19

Employer 9 (LOU's): TA on 5/9/19

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