

Minnesota Nurses Association  
2019 Negotiations  
Fairview Health Services  
May 15, 2019  
Time: \_\_\_\_\_

The Minnesota Nurses Association offers the following counterproposal regarding Union Proposal 1:

### **MNA Proposal 1**

#### **2. EDUCATION DEVELOPMENT**

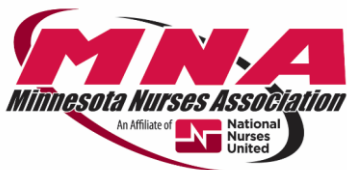
##### **A. Tuition Reimbursement:**

The Hospital shall pay nurses with authorized hours of thirty-two (32) or more hours per payroll period minimum reimbursement in the amount of 100% of tuition and required fees and books up to three thousand dollars (\$3,000) per calendar year for degrees in nursing or, alternatively, seventy-five percent (75%) of tuition and required fees and books up to two thousand dollars (\$2,000) per calendar year for educational course work at an accredited institution under the following circumstances:

1. The Vice President of Patient Care Services or designee must approve the proposed course or sequence of studies as having a reasonable relation to the nurse's professional employment.
2. The nurse must sign a certificate that she or he will continue to or return to work at the Hospital for at least one (1) year after completion of the course or sequence of studies. If a nurse fails to continue or return to work for at least one (1) year, the repayment shall be prorated based on the amount of time the nurse continues to work for the Hospital. Nurses who have 20,800 seniority hours or more at the time of termination shall not be required to make any repayment. At the time of layoff, a nurse will continue to be eligible for reimbursement as provided in this Section for courses previously approved and shall not be required to repay the Hospital any reimbursement which would otherwise be required to be repaid.
3. Payment shall be made upon satisfactory completion of each course for which reimbursement has been requested. Provided, nevertheless, that the nurse shall repay the Hospital any reimbursement she or he has been paid hereunder to the extent that she or he does not continue to or make herself or himself available to return to work at the Hospital for at least one (1) year after completion of the course or sequence of studies.

4. Newly graduated nurses who have not previously been employed as a Registered Nurse may use tuition reimbursement for student loan forgiveness in the amount of \$1200.00 per year for up to two (2) calendar years after graduation.

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E. Required Education Subsequent to Employment:

1. Any education required by the Hospital subsequent to employment shall be provided during hours compensated pursuant to the Contract Agreement, and with the expenses thereof paid by the Hospital.

Required learning will be in a structured environment that may include such things as four or eight hour competency days, dedicated staff meeting times, presentations, skill labs, or structured time to complete a learning packet. Nurses working

permanent relief or night shifts will continue to receive that respective shift differential for required learning and mandatory meeting hours.

Mandatory meetings and required education will be offered or made accessible to the registered nurse during or adjacent to the nurse's scheduled work shift. Alternate mechanisms such as video tapes, audio tapes, or self-study may be used.

Each mandatory competency or required learning packet distributed to nurses, either by paper or by e-mail, shall specify the amount of paid time that has been approved for completion of the competency or required learning if it cannot be completed during the nurse's scheduled work shift.

2. All nurses will receive an email notifying them of the mandatory education and instructions for accessing required education.

The completion of the mandatory education will be within the nurse's work agreement unless the nurse and the nurse managers agree on an alternative schedule as follows (in priority order):

1. Scheduled during low need days
2. Adjacent to their shift or at home on a non-overtime basis.
3. Adjacent to their shift or at home on an overtime basis.

In the event a staff nurse is unable to complete their mandatory education by the deadline, the nurse shall contact the nurse manager to determine options for completing the mandatory education in timely manner. However, the parties

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recognize that patient care supersedes completion of mandatory education during work hours.

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