

May 16, 2019



## Children's Bargaining Summary and FAQ

In an effort to provide as much information as possible to our members- the following is a summary of the key items that are still under discussion in negotiations. As a reminder a copy of all proposals can be found on the MNA website: <https://mnnurses.org/news/2019-negotiations/2019-negotiations-childrens-hospitals-documents/>

### **Status of Key MNA Proposals**

**Insurance:** Your bargaining team has proposed a freeze on insurance premiums at the 2019 rates for the life of the next agreement. Children's has refused to discuss this, other than saying health insurance is expensive and that lower paid employees of the hospital pay the same rates. Children's most recent response has been to demand this proposal be dropped as a part of a package that doesn't even have a wage proposal.

**Educational Dollars (MNA Money):** Your bargaining team has proposed doubling the tuition reimbursement and the "MNA money" that is negotiated as a part of the contract covering workshops, CEUs and other course work. Numerous nurses spoke to how important this proposal is to their continuing education as nurses during bargaining. Children's most recent response has been to demand this proposal be dropped as a part of a package that doesn't even have a wage proposal.

**Workplace Violence Protection:** As a part of the 5/9/19 bargaining session Children's gave a counterproposal on this issue that was an improvement over the current contract, but substandard compared to what Methodist agreed to in their bargaining of 5/13/19. Your bargaining team asked Children's to agree to similar Methodist proposal because it offered nurses three paid days off after a violent incident (before Worker's Comp would kick in) and offered several other improvements. We saw no reason Children's should have a lower standard than Methodist on this issue.

At first Children's dismissed the proposal as not applying to a pediatric hospital. Finally, at 9 p.m. Children's offered to agree to similar language as Methodist- but only if MNA dropped all the proposals above. It is literally true that Children's package proposal is asking our MNA bargaining team to chose between this proposal, and all of our other priorities. We do not think nurses should have to make this choice.

**Wages:** Allina, Fairview and Methodist have all made counter proposals on wages. The most recent exchange of proposals was on May 15 at Fairview. MNA offered a package with raises of 4/4/7 percent (over the term of three-year contract). Fairview management responded with 2/2/2. Children's has refused to provide a counter proposal on wages even though your team has repeatedly asked for one.

**MNA Staff Access:** We have repeatedly asked Children's to consider a proposal to allow your MNA staff (who you pay dues for) to do their jobs and come onto the units to meet with nurses on their breaks as needed. Children's has offered misleading and non-sensical reasons for not

agreeing to this- even though it would cost the hospital nothing and we have repeatedly invited them to give us a counter proposal in order to compromise on this issue.

### **Key Hospital Proposals**

**Flex Time Cap:** Children's has increased the number of hours in their flex time cap proposal to 576 hours, but only if we agree to take all our core proposals off the table. We believe nurses deserve to continue to receive their full earned flex time benefits.

### **Other Key Points**

**Comprehensive Package:** In an effort to compromise your bargaining team offered to drop 15 proposals as a part of a comprehensive package on all open items, offered at 5 p.m. on 5/14 (except for Workplace Violence because we were waiting for the hospital to respond to us on that issue). **Your team repeatedly indicated we were willing to make more compromises once we saw a wage proposal from the hospital- Children's refused to come back to the table and give us that information.**

**Mediation:** The hospital asked your team to agree to Mediation. Mediators are typically called in when negotiations are nearing impasse after wage proposals have been exchanged. Your team does not feel this the appropriate time given that we don't even have a wage offer yet. In addition, we believe the hospital wants to use a mediator in order to avoid facing nurses who are gathered to observe bargaining, desiring a go between so they do not have to answer for their positions in front of nurses.

**Open Bargaining:** Your team has invited all Children's MNA nurses to come observe bargaining. At the end of the 5/14 session, we repeatedly asked Children's to come back to the table and explain its position to the nurses who were gathered as observers. Children's refused and literally hid in their caucus room, only communicating through text messages.