

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

MNA Proposal 1

2. EDUCATION DEVELOPMENT

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.

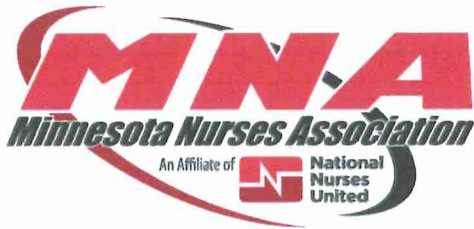
Each mandatory competency or required learning packet distributed to nurses, either by paper or by e-mail, shall specify the amount of paid time that has been approved for completion of the competency or required learning if it cannot be completed during the nurse's scheduled work shift.

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.

Minnesota Nurses Association reserves the right to propose language, "clean up," and to agree to make technical corrections during the contract drafting process. Minnesota Nurses Association reserves the right to add, subtract, or modify its proposals and the right to make counter-proposals regarding any proposal submitted by the Employer.



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

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

Casey Jay
5/16/19 MNA Labor Relations

[Signature]
05/16/19 System Director LR

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