



MNA NURSES RAISING STANDARDS TOGETHER



May 25, 2019

Bargaining Summary – Day 8

We met with the hospital yesterday and the following occurred:

- **We came to the following tentative agreements with Children's due to our outstanding presence picketing for 20 hours over two days! They are:**
 - A vacation slot Letter of Understanding was signed to allow for a process in Systems Labor Management to determine a formula that allows for more nurses per shift to take vacation annually.
 - An expansion of Appendix B to add the ANCC list and certifications that have been utilized in the last three years.
 - A workplace violence proposal that allows for mandatory debriefing, rest of your shift off with pay if a violent incident happens, three days pay to bridge the gap before worker's comp and not getting the patient assignment of someone who's violated you or a family member who's violated you.
- Our negotiation team had to make some very tough decisions yesterday. We reluctantly had to drop our important MNA Staff Access proposal to move negotiations forward. Our last package proposal to Children's included:
 - Keeping on-call rates the same
 - Withdrawing tuition dollars, but continuing with our proposal to increase "MNA Money"
 - A wage offer at 5%/5%/5%
 - Keeping preceptor differential on the table and withdrawing all others
 - Continuing with the insurance premium freeze, one of our most important proposals
 - Children's withdraws their flex time cap
 - Mandatory low need that is the same as now, except all FTEs would be included
- We had much back and forth with Children's today. The last package offer they provided us was the following:
 - A wage offer of 2%/2%/2% (Fairview offered their nurses 2/5%/2%/2%)
 - A flex cap of 576 hours
 - A mandatory low need same as stated above
 - \$200 dollars that can be moved from tuition reimbursement to "MNA Money" which would allow up to \$600 for workshops, courses and other educational programs
 - Keeping on-call rates the same
- **WE DID NOT AGREE TO THEIR PACKAGE OF PROPOSALS. CHILDREN'S CAN AFFORD TO DO BETTER. THEY JUST DON'T WANT TO.**
 - They told us they are not interested in any discussion on insurance premium relief.
 - They are not open to a preceptor differential, even though you are the only ones in the metro without one.
- We offered to bargaining again on Wednesday, May 29 and/or Thursday, May 30.
- Show solidarity and sign up for a picket time with Abbott/Unity/Mercy, Methodist, or Fairview next Wednesday, May 29. Sign up here: https://mna.formstack.com/forms/mna_info_picket



All Union and Employer proposals and proposal summaries can be found here by the end of the next business day: <https://mnnurses.org/news/2019-negotiations/2019-negotiations-childrens-hospitals-documents/>