



## MNA NURSES RAISING STANDARDS TOGETHER



May 30, 2019

### Bargaining Summary

#### Still no agreement on a new contract.

Today your negotiation team met with Healtheast management, along with a federal mediator in hopes to come to an agreement we could bring back to our members. Unfortunately that did not happen.

Management began the day with a counter-proposal that, again, required the nurses to drop all open proposals in exchange for unit closure language. Although the negotiation team was disappointed with the lack of discussion over several issues that are important to nurses, including differentials, holiday scheduling, breaks, education incentives, family leave, and transparency with low need process, they were willing to make huge strides in their proposals in an effort to make progress toward an agreement.

After preparing a package that addressed nearly all open issues, dropping many and decreasing the cost of many others, management returned to the table to continue to insist on only speaking about wages and not addressing any other proposals. Management also pointed out that although they know that some other systems have offered nurses wages of 2.5%, 2%, 2% and they do not think that's the final offer, they were unable at this time to offer any higher than 2%, 2%, 2.25%. With no sign of potential movement from management, we needed to end the day without any new agreement.

**Next Steps:** The federal mediator will be reaching out to both sides to set dates for continued negotiations. We will continue to bargain for a contract agreement that includes the current tentative agreements, unit closure, and fair wages. Although the contract expires on May 31<sup>st</sup>, the current provisions will continue to be active until a new agreement is ratified by the members.

***Is it fair for Healtheast management to offer nurses lower wages than Fairview management has offered their nurses?***

#### Upcoming Actions & Events:

1. Read Your Email updates and talk with your co-workers
2. Attend All Member Meetings
3. Build power in your facility by joining the Communication Action Team
4. Wear RED on bargaining days to show support to the Negotiations Team

Upcoming sessions:

**To Be Determined**

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/>