

Union's Package Proposal Employer

May 30, 2019

The Union offers the following package of proposals to be accepted or rejected in whole.

1. The Union modifies Union Proposal #4 (Article 4 L– Salary) to reflect that each differential be increased by one dollar (\$1.00) per hour .
Additionally, a new Float Pool differential will be included in the contract at the rate of two dollars (\$2.00) per hour.
The Union will drop the request for the addition of a transport differential.
2. The Union is willing to drop its Call Proposal (Union #4 of Union 3/15/19 Proposal Package) if the Employer drops its Call Proposals (ER #3 and #4).
3. The Union is willing to drop Crisis Bonus Proposal and Critical Shift Bonus Proposal if the Employer drops Casual Vacation Accrual and Limitation on Nurses Changing Positions (ER Proposals #5 & #8).
4. The Union will drop its Proposal provisions regarding Recognition Bonuses, Weekend Premiums, Increased Certification Bonuses if the Employer agrees to drop its Mandatory Cancellation Proposal (ER #6). Additionally, the Union will also drop its Mandatory (Holiday) Cancellation (Union Proposal #9).
5. The Union will drop Union #15 (Staff Access) if the Employer drops Employer #9 (Termination of Dues Deduction at expiration of Contract).
6. The Union will grant the Employer Proposal #1 (Change to 1.5 Hours cancellation for Casuals and FSP) and will drop Union Proposal #16 (Insurance) for Employer agreeing to Union #11 (Unit Closure).
7. The Union will drop its Proposal #2 (Missed Breaks) if the employer agrees to modify the available funds for Educational Development (Union Proposal #1) to reflect the current amounts allowed under Article 2 of the Fairview Contract.
8. The Union will modify its Proposal #4 and #5 to excludes newly proposed exemptions from holidays.
9. The Union offers the following counter to the Employer's offer: 4.25%, 4.5% and 4.75%

MNA reserves the right to amend, add, delete or withdraw without prejudice any and all proposals submitted. The Union also reserves the right to submit future amended, revised or new proposal. Said proposals shall not be used in an Administrative Hearing or Arbitration as evidence of interpretation or intent if the proposal is withdrawn by the Union.