

Children's Minnesota | MNA
2019 Negotiations

Issue(s) Tentative Agreement

On 5/9/18, Children's Minnesota and Minnesota Nurses Association reached a tentative agreement on the following issue(s):

<p><i>Revise Minneapolis Article 3(c)(1) as follows with the rest of Article 3(c) remaining the same.</i></p> <p>(1) Nurses will have two (2) consecutive days off and alternate weekends (Saturday and Sunday) off. <u>Effective January 1, 2021, nurses working 12-hour shifts shall not be required to work weekends more than every third weekend. For nurses working a mix of 8-hour and 12-hour shifts, effective January 1, 2021, their weekend shift length will govern whether they are scheduled to work every other weekend (nurses who work 8-hour weekend shifts) or every third weekend (nurses who work 12-hour weekend shifts).</u> For those nurses regularly scheduled to work weekends, Friday shifts shall be defined as part of the scheduled weekend to work. On her/his weekend off, a nurse shall not be required to work from 7:00 am Friday through 7:00 am Monday. When staffing patterns allow for nurses to work less than every other weekend, preference for additional weekend time off will be given to nurses by seniority on the unit. If necessary to allow for flexibility in scheduling, nonconsecutive days off during weekdays (Monday through Friday) may be utilized. The scheduled work week need not correspond to the calendar week, and the pattern of scheduling may be such that more or fewer than five (5) days of work are scheduled in one (1) week provided that not more than ten (10) days of work are normally scheduled in any two (2) work weeks.</p>	<p><i>Revise St. Paul Article 3(c)(1) as follows with the rest of Article 3(c) remaining the same.</i></p> <p>(1) Nurses will have two (2) consecutive days off and alternate weekends (Saturday and Sunday) off. <u>Effective January 1, 2021, nurses working 12-hour shifts shall not be required to work weekends more than every third weekend. For nurses working a mix of 8-hour and 12-hour shifts, effective January 1, 2021, their weekend shift length will govern whether they are scheduled to work every other weekend (nurses who work 8-hour weekend shifts) or every third weekend (12-hour weekend shifts).</u> For those nurses regularly scheduled to work weekends, Friday shifts shall be defined as part of the scheduled weekend to work. If necessary to allow for flexibility in scheduling, non-consecutive days off during weekdays (Monday through Friday) may be utilized. The scheduled work week need not correspond to the calendar week, and the pattern of scheduling may be such that more or fewer than five (5) days of work are scheduled in one (1) week provided that not more than ten (10) days of work are normally scheduled in any two (2) work weeks.</p>
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Insert the following as a new section or article in both collective bargaining agreements.

Assessment Period. Newly-hired nurses shall be subject to a ninety (90) calendar days assessment period. Any absences of longer than two consecutive weeks in duration are not counted as part of the assessment period, meaning that the assessment period shall automatically be extended by the length of any such absence. During the assessment period, the employment of such nurse may be terminated with or without just cause and such action shall not be subject to the grievance procedure. Assessment periods may be extended for a period of thirty (30) additional calendar days by mutual agreement between the Hospital and the Union.

Hospital signature(s) initials <i>Ronda Deunham RD</i>	Date <i>9 May 19</i>
MNA signature(s) initials <i>JA</i>	Date <i>5/9/19</i>

JP JR DM YMK JW TMD GTA

Children's Minnesota | MNA
2019 Negotiations

Issue(s) Tentative Agreement
May 9, 2019

On 4/11/19, Children's Minnesota and Minnesota Nurses Association reached a tentative agreement on the following issue(s):

The following Letters of Understanding (LOUs) at the back of the contracts will not be appended to the new collective bargaining agreement documents.

- 1) Mpls LOU V [page 92] | St. Paul LOU VII [page 99] – Access Steering Committee.
- 2) Mpls LOU VI [page 93] | St. Paul LOU VIII [page 100] – Smoke-Free Workplace Policy.
- 3) Minneapolis 2004—2007 Action Plans [pages 109-110] | St. Paul 2004—2007 Action Plans [pages 114-116].
- 4) St. Paul LOU III [page 94] – Seniority-Shared Services and Transfers.

The LOUs not identified above that are currently part of the respective contract documents will remain as part of the contract documents.

This resolves ER-9 and U-16.

Hospital signature(s)/ initials <i>Randy Kimball RD</i>	Date <i>9 May 19</i>
MNA signature(s)/ initials <i>[Signature] JA gw</i>	Date <i>5/9/19</i>

CH *Rec* *AB* *TWD* *DM* *GP*
MK