

4/30/19  
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North Memorial Health | MNA  
2019 Negotiations

April 30, 2019

PACKAGE PROPOSAL

U-10. Modify the sixth paragraph of Article 9(J) as follows, with the rest of this section remaining the same.

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If a nurse who works a rotating schedule is assigned greater than 50% of his/her hours on the evening or night shifts for twelve (12) consecutive weeks or more, the nurse will receive the corresponding straight evening or straight shift differential. For example, if a nurse who works a rotating schedule is assigned 25 night shifts out of 48 total shifts during a twelve-consecutive-week period, such nurse would receive the straight night differential for the 25 night shifts.

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*Note--*The Employer is willing to agree to this as part of the package proposal. The Employer disputes that the current contract language can or should be interpreted in this manner. The Employer is willing to compromise and agree to the Union's proposal for *this enhancement* to make overall progress in these negotiations.

U-12. The Employer is agreeable to modifying Article 10(C) as follows as part of this package.

C. Increase in Part-Time Hours (Creep Language):

A regularly scheduled part-time nurse who, over a six- (6) month period, is consistently scheduled for or consistently works more shifts than the number confirmed or the most recent amendment to that employment understanding shall, upon request of the nurse, have her or his confirmed number of work shifts increased up to the average number of shifts actually worked in the preceding six (6) months. [¶]

In the event that a nurse who normally works a mix of 8-hour and 12-hour shifts has been consistently scheduled for or has been consistently working more hours than the nurse's authorized FTE, the nurse may request to increase their FTE, and the Hospital will compare the nurse's shifts per pay period with factors such as numbers of concurrent leaves of absence, census, and acuity trends, and shall grant the request if it is concluded that the added hours will continue to be needed. [¶]

If there are nurses holding recall rights to available hours, confirmation of increased work shifts to a nurse under this provision shall be delayed until qualified nurses holding recall rights to available hours have been offered recall. The above notwithstanding, no nurse shall be regularly scheduled for greater than full-time hours.

*Continued next page →*

U-15. The Union drops or withdraws U-15 as part of this package.

ER-9. Revise Article 34(D) as follows:

D. Mandatory Low-Need Days:

If additional reductions are indicated, low-need days shall be taken by the least senior regularly scheduled ~~part-time~~ nurse scheduled for the particular unit and shift where the reduction is necessary.

No regularly scheduled ~~part-time~~ nurse shall be required by the Employer to take more than ~~twenty-four (24)~~ sixty-four (64) hours per Contract year. If the least senior ~~part-time~~ nurse on a particular unit and shift has been assigned ~~twenty-four (24)~~ sixty-four (64) hours of low-need, the next least senior ~~part-time~~ nurse scheduled for the particular unit and shift may be assigned the low-need day. In any case, the total of low-need days of this provision shall not exceed ~~twenty-four (24)~~ sixty-four (64) hours per Contract year for any regularly scheduled ~~part-time~~ nurse.

~~A part-time nurse regularly scheduled for sixty-four (64) compensated hours or more per pay period shall be considered as a full-time nurse for purposes of this Section and shall not be assigned low-need days.~~ A nurse to be assigned a low-need day pursuant to this Part D shall be given a minimum of ~~four (4) hours~~ one hour advance notice before the beginning of the shift.

Casual part-time or temporary nurses shall not be assigned to work on units for which the nurse receiving low-need days is oriented or otherwise qualified. ~~Part-time n~~Nurses having hours reduced shall be given first opportunity for subsequent additional work hours that may become available to replace work hours lost.