

Minnesota Nurses Association – North Memorial

2019 Negotiations

\_\_\_\_\_ Proposal

April 30, 2019

Time Delivered: 8:05pm

### MNA Proposal to North Memorial

The Union offers the following Package Proposal:

- Union accepts Employer's counter to Union Proposal 13, as delivered at 3:51pm on April 30, 2019 (as part of package proposal)
- Union accepts Employer's counter to Union Proposal 14, as delivered at 5:51pm on April 30, 2019 (as part of a package proposal)
- Union withdraws Union Proposal 19
- Union accepts Employer Proposal No. 3, as delivered at 5:51pm on April 30, 2019 (as part of a package proposal)
- Union accepts Employer Proposal No. 13, modified as follows:

#### **65. DURATION AND RENEWAL:**

Except as otherwise herein provided, this Agreement will be in full force and effect from June 1, 2016, through and including May 31, 2019. This Agreement shall remain in full force and effect from year to year thereafter, unless either party shall notify the other party, in writing, at least ninety (90) days prior to May 31, 2019, or May 31 of any year thereafter of its intention to change, modify, or terminate this Agreement. When the Agreement has been reopened as provided in the preceding sentence, ~~the parties shall meet to negotiate each party shall submit to the other in writing its proposals with respect to the terms and provisions it desires to change, modify, or terminate. Such proposals shall be submitted~~ on or before March 15 of the year the Contract has been reopened.

- Employer accepts Union Proposal No. 31
- Union withdraws Union Proposal No. 25
- Union withdraws Union Proposal No. 21
- Union accepts Employer's modified Proposal No. 5 (as delivered at 5:52pm on April 30, 2019), modified as follows:

G. In the interest of patient safety, except in the case of an emergency as determined by the Hospital, a nurse may not work double shifts more than three days in a row. For purposes of this section, for a nurse working a 12-hour shift, working an additional four hours (or more) shall constitute a double shift.

Except in the case of an emergency as determined by the Hospital, a nurse may not work more than one hundred twenty (120) hours in a two-week pay period.

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The Union 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 proposals. 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.