

Minnesota Nurses Association – North Memorial  
2019 Negotiations  
\_\_\_\_\_ Proposal  
April 30, 2019  
Time Delivered: \_\_\_\_\_

### **MNA Proposal to North Memorial**

The Union offers the following package proposal:

- Union would accept Employer Proposal No. 5, modified as follows:

Add a new Article 22(G) as follows:

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 forty (140) hours in a two-week pay period.

- Employer accepts Union Proposal No. 4
- Employer withdraws Employer Proposal No. 2
- Employer withdraws Employer Proposal No. 1

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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not be used in an Administrative Hearing or Arbitration as evidence of interpretation or intent if the proposal is withdrawn by the Union.