

Minnesota Nurses Association – North Memorial
2019 Negotiations
_____ Proposal
April 30, 2019
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MNA Proposal to North Memorial

The Union offers the following package proposal:

- Union accepts Employer Proposal 9, modified as follows:

Article 34.D. shall be modified as follows:

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) hours per Contract year. If the least senior **part-time** nurse on a particular unit and shift has been assigned twenty-four (24) 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) 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 **fourtwo (42)** hours 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.

- Employer accepts Union Proposal 24, modified as follows:

Amend Art. 31.C. VACATIONS: Scheduling, to read:

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not be used in an Administrative Hearing or Arbitration as evidence of interpretation or intent if the proposal is withdrawn by the Union.

The primary factor governing the scheduling of earned vacation shall be availability of RN staff to provide patient care on each nursing unit. If two or more nurses on a station unit request concurrent vacation times and staffing for patient care does not allow granting of all requests and such conflict is not resolved on a mutually agreeable basis between the nurses involved, the vacation shall be given to the nurse making the earlier request for such vacation. In the case of simultaneous requests, the nurse on a station unit having greater length of employment in the Hospital as defined in the section related to low-need days and layoff shall be given preference. Where a Hospital utilizes an annual defined vacation sign up period, all requests submitted during such period shall be considered as simultaneous requests. Consistent with the foregoing, the Employer may maintain and reasonably enforce a non-discriminatory policy specifying the way in which requests for the same or overlapping periods of vacation time shall be given consideration.

The number of RN vacations to be based on this formula:

0.5 FTE total caregiver vacation can be granted for every sevenfive (75) caregiver FTEs regularly scheduled.

1. Determine number of caregiver FTEs
2. Divide by 1410
3. To determine RN slots, multiply by the percentage of RN staff

Example:

1. A unit has 40 caregiver FTEs
2. $40/1410 = 2.864.00$ FTEs
3. $4.002.86 \times .7 = 2.8$ RN FTE vacations can be granted

This formula would need to be evaluated for applicability to each fixed staff unit.

Registered Nurses have the ability to use one weekend day of vacation for every week of earned vacation. The previous sentence shall not apply to nurses who only work weekends; such nurses may request vacation time on weekends subject to the normal vacation approval process.

RNs with twenty (20) calendar years of service at .6 or above and scheduled for eight- (8) hour shifts and every other weekend will be granted one (1) additional weekend of vacation. The weekend cannot be used May 15 - September 15.

No other qualifications on the scheduling of vacations shall be applied except as set out in this Agreement or as required by unavoidable situations in which granting of requested vacation time would have the effect of depriving patients of needed nursing service.

Earned vacation shall normally be taken within a 12-month period following the anniversary date when such vacation was earned. Provided, however, that earned vacation shall be carried over to a subsequent year if a nurse is unable to take accrued vacation within the foregoing time period because of the inability of the Employer to grant such vacation time due to staffing needs.

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