

Minnesota Nurses Association – North Memorial  
2019 Negotiations  
\_\_\_\_\_ Proposal  
April 30, 2019  
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**MNA Proposal to North Memorial**

The Union modifies its Proposal #12 as follows:

Amend Art. 10.C. PART-TIME NURSES: Increase in Part-Time Hours (Creep Language), to read:

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.

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not be used in an Administrative Hearing or Arbitration as evidence of interpretation or intent if the proposal is withdrawn by the Union.