

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

**MNA Proposal to North Memorial**

The Union accepts the Package Proposal delivered by the Employer on April 30, 2019 at 3:44pm, with the following modification:

- Union modifies its Union Proposal <sup>23</sup>~~21~~ as follows:

Amend Art. 23.I. WEEKENDS: Thirty (30) Year RNs, Age 55, No Weekend Option, to read:

A nurse with thirty (30) calendar years of service at age fifty-five (55) or above will not have a weekend obligation. Non-consecutive years of service in the bargaining unit will be counted provided there was no break in service from North Memorial. The above language will apply except where this would deprive patients of needed nursing service. *A nurse who meets the above criteria but who is not relieved of her/his weekend obligation consistent with the prior sentence, will receive a \$1,000 bonus on the pay date closest to her/his anniversary date.*

- The Parties already reached a Tentative Agreement on Union Proposal 35

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not be used in an Administrative Hearing or Arbitration as evidence of interpretation or intent if the proposal is withdrawn by the Union.