



Preceptorship & Differential Package (Package 3)

May 16, 2019

Time: _____

This is a package proposal: If any element of this proposal is not acceptable, no other position of the Union stands alone. Significant compromise in positions that may be taken or have been taken has been made by the Union in assembling this package. Thus earlier, later or alternate positions (if any) will be taken by the Union if the entire package is not agreed and signed to tentative agreement by the employer.

If the employer agrees to:

Modified ML Union proposal 6 to only include language allowing for stacking of preceptor and charge differentials:

EDUCATIONAL DEVELOPMENT:

Preceptor Program:

The designated preceptor role shall be voluntary, posted on an individual unit, with a minimum of a two (2) year commitment. The position shall be available to nurses on a specific unit who are currently practicing as registered nurses at the bedside. The compensation for this role shall include two dollars (\$2.00) per hour. A nurse who is working in the role of both preceptor and charge nurse will be eligible for both differentials.

Preceptors shall be eligible for this compensation ~~only~~ when providing orientation to an RN orientee. (excluding others such as students and interns). Paid training programs on teaching and preceptor training will be provided prior to the role starting and on an on-going basis to the core group of preceptors on each unit. Registered nurses who may fill in for the preceptor but who are not in the dedicated role shall ~~only~~ be eligible for the compensation if for all hours worked in which they assume the duties of the preceptor, whether they have taken the preceptor training course or not. for a specified period of time greater than one week.

ML Union proposal 12

ML Union proposal 18 as modified on 5/16 to reflect a \$3.00 weekend differential

United Union Proposal 1

MNA will agree to add the following language to Abbott Northwestern/PEI contract Section 3(a) and Unity contract Section 2(a):

A nurse will not be permitted to work more than one hundred twenty (120) hours in a pay period.

MNA will withdraw:

ML Union proposal 13

ML Union proposal 14

ML Union proposal 15

ML Union proposal 16

ML Union proposal 17

ML Union proposal 19