



Education Development (Package 2)

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:

ML Union proposal 2 (Education – Seminars, Workshops, etc)

ML Union proposal 5

As modified by the union on 5/16 at 9:30 am

Adding the provision modifying 8 weeks to 40 clinical shifts from our original proposal

Educational Development:

New Registered Nurse Orientation Program:

The parties agree that registered nurses who are in the first year of licensure or registered nurses with less than one (1) year of acute care experience or registered nurses who are ~~foreign born and~~ foreign educated with minimal U.S. nursing experience shall be eligible for the following orientation program:

- a. An individualized orientation program will include assessment of skills base and learning style for a minimum of ~~eight weeks~~ forty (40) clinical shifts. The orientation period may be ~~increased or~~ decreased by mutual agreement between the orientee, the preceptor, and the manager/designee. The individualized orientation program shall include meetings every two weeks to discuss and identify opportunities for learning and to provide timely feedback on progress.

MNA will agree to Employer 4 (Experience Credit) and will withdraw:

ML Union proposal 1

ML Union proposal 3

ML Union Proposal 4