

5:30p

North Memorial Health | MNA  
2019 Negotiations

May 16, 2019  
PACKAGE PROPOSAL

U-31. Keep current contract language in Article 51(C). Have LOU—

LETTER OF UNDERSTANDING

During the 2019 negotiations, the Hospital and Association agreed that, during the term of the 2019—2022 collective bargaining agreement, the parties will jointly work on the issue of nurse education in Joint Staffing, or in a specially-created joint committee or task force, whichever the Association prefers. The aim is to create a plan for delivering education in an ideal manner with the right mix of offering education during designated education sessions rather than during a nurse's normal scheduled work shift, acknowledging that the balance has recently tipped towards too much education delivered through Healthstreams.

The parties agree to focus on this issue during the second half of 2019, with the objective of creating a new plan by the end of the year.

The following general principles are important and will be afforded significant consideration in creating a new plan for delivering education to RNs working in hospital-based units.

- An important objective is to reduce the amount of Healthstream training. As part of this, one goal is to create a classroom training program that consists of between eight and twenty hours of training to replace Healthstream modules.
- Where in-person education is optimal (*e.g.*, demonstration or hands-on training is needed), it is desirable to bundle training programs together, and to conduct the training away from the patient care unit.
- For Healthstream training bundles that exceed ninety minutes estimated time of completion, the aim is to assign a relief nurse to the patient care unit at appropriate times in order to facilitate completion of the bundles in a timely manner.
- Nurses can choose to complete mandatory Healthstream training modules before or after their normal scheduled shift instead of while having a patient assignment.
- The parties desire to avoid getting to the point of needing to discipline nurses for failing to complete mandatory education in a timely manner. (The parties have previously addressed this in Joint Staffing and agreed to adjustments that have resulted in far fewer instances of discipline.) If it appears to a nurse that he/she is having difficulty, or will have difficulty, completing mandatory education by the established deadline, it is important to escalate the issue to the patient care manager and to Human Resources particularly if there is trouble or concern working with the manager.

Union drops or withdraws U-23 as part of this package.