

Rev 5/16 @ 8:25p

North Memorial Health | MNA  
2019 Negotiations

May 16, 2019  
Employer Package

U-30. The Employer is agreeable to the proposal it made 5/16/19 @ 2:41 p.m., plus adding the following language under the heading, *Workplace Violence Response*.

Upon receipt of verifiable medical certification confirming physical or emotional injury necessitating additional time off beyond the day of the incident, the Hospital agrees to grant the nurse up to three consecutive calendar days off without loss of pay immediately following the date of the incident, in the form of paid administrative leave. Furthermore, the incident of workplace violence must be reported by the nurse in order to be eligible for any paid administrative leave. However, if a report is made more than three days after the event (but in no event later than ten days) administrative leave may be provided retroactively

U-24. The Union will withdraw U-24 insofar as it pertains to vacation formula or vacation slots.

U-24. The Employer is agreeable to modifying the relevant portion of Article 31(C) as follows with the rest of this section remaining the same.

\*\*\* Registered Nurses have the ability to use one weekend day of vacation for every week of earned vacation. The previous sentence shall not apply to nurses who only work weekends; such nurses may request vacation time on weekends subject to the normal vacation approval process. \*\*\*

ER-8. The Employer will withdraw ER-8 [vacation slots] as part of this package.

U-4. The Union will withdraw U-4 [breaks].

ER-2. The Employer will withdraw ER-2 [breaks].

U-29. The Union will withdraw U-29 [grids].

U-4. The Union will withdraw U-2 [staff representative access].

ER-2. The Employer will withdraw ER-6 [transfers].

U-29. The Union will withdraw U-32 [health insurance].

U-34. The Union will withdraw U-34 [staffing crisis bonus].