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Minnesota Nurses Association – North Memorial  
2019 Negotiations  
\_\_\_\_\_ Proposal  
May 16, 2019  
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**MNA Proposal to North Memorial**

The Union offers the following package proposal:

- Union agrees to Employer Proposal No. 7, modifies as follows:

Where the Hospital uses an annual defined vacation sign up period, nurses may be granted up to eighty (80) hours request a maximum of two (2) calendar weeks of vacation time between May 15 and September 15. If a unit has available vacation hours during this period available after completion of a first round of the sign up process, a second round of the sign up process will occur, during which remaining vacation slots during the May 15 to September 15 period may be requested and will be granted in seniority order. Nurses may replace themselves with up to twenty-four (24) hours of overtime per posted schedule to cover a vacation request that was denied during the original vacation granting period.

- Employer accepts Union Proposal 24, modified as follows:

Amend Art. 31.C. VACATIONS: Scheduling, to read:

The primary factor governing the scheduling of earned vacation shall be availability of RN staff to provide patient care on each nursing unit. If two or more nurses on a station unit request concurrent vacation times and staffing for patient care does not allow granting of all requests and such conflict is not resolved on a mutually agreeable basis between the nurses involved, the vacation shall be given to the nurse making the earlier request for such vacation. In the case of simultaneous requests, the nurse on a station unit having greater length of employment in the Hospital as defined in the section related to low-need days and layoff shall be given preference. Where a Hospital utilizes an annual defined vacation sign up period, all requests submitted during such period shall be considered as simultaneous requests. Consistent with the foregoing, the Employer may maintain and reasonably enforce a non-discriminatory policy specifying the way in which requests for the same or overlapping periods of vacation time shall be given consideration.

The number of RN vacations to be based on this formula:

0.5 FTE total caregiver vacation can be granted for every ~~sevensix~~ (76) caregiver FTEs regularly scheduled.

1. Determine number of caregiver FTEs

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2. Divide by 44.12
3. To determine RN slots, multiply by the percentage of RN staff

Example:

1. A unit has 40 caregiver FTEs
2.  $40/44.12 = 2.863.33$  FTEs
3.  $3.332.86 \times .7 = 2.33$  RN FTE vacations can be granted

This formula would need to be evaluated for applicability to each fixed staff unit.

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.

RNs with twenty (20) calendar years of service at .6 or above and scheduled for eight-(8) hour shifts and every other weekend will be granted one (1) additional weekend of vacation. The weekend cannot be used May 15 - September 15.

No other qualifications on the scheduling of vacations shall be applied except as set out in this Agreement or as required by unavoidable situations in which granting of requested vacation time would have the effect of depriving patients of needed nursing service.

Earned vacation shall normally be taken within a 12-month period following the anniversary date when such vacation was earned. Provided, however, that earned vacation shall be carried over to a subsequent year if a nurse is unable to take accrued vacation within the foregoing time period because of the inability of the Employer to grant such vacation time due to staffing needs.

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