

Minnesota Nurses Association – North Memorial  
2019 Negotiations  
\_\_\_\_\_ Proposal  
May 16, 2019  
Time Delivered: \_\_\_\_\_

### **MNA Proposal to North Memorial**

The Union modifies its Proposal #30 as follows:

Add Amend Art. 47.D. HEALTH AND SAFETY: Physical Violence and Verbal Abuse, to read:

#### **Workplace Violence Prevention and Response**

The Hospital and Association recognize the effects of incidents of violence directed at staff and the obligation of the Employer to provide a safe and secure environment for patients, visitors, and staff. In order to ensure the professional longevity and continued health of staff working in areas where violent events may occur, the Hospital and Union agree to the following commitments:

#### **Workplace Violence Prevention:**

The Hospital will establish and enforce a code of behavior for all in the facility. The Hospital will have a trained response team(s) which will respond to all emergency situations where physical violence, the threat of physical violence, or verbal abuse occurs. A process will be developed to record and report these incidents of a non-emergency nature. These records will be evaluated by the Joint Staffing Committee when the situation involves a registered nurse. In addition, the Hospital shall provide a summary of all incident reports involving violence as defined by Minnesota Statute 144.566 at each regularly scheduled meeting of the Joint Staffing Committee. This summary will include a description of the incident, and the response, and through mutual agreement make recommendations for change efforts to mitigate future incidents of the same or similar nature.

The Hospital will develop a process for a risk assessment upon admission to determine potential violence from patients and develop and communicate a therapeutic plan of care as appropriate.

The Hospital shall continue to evaluate the appropriate use of technology, visual cues and other reasonable means available to alert staff that a patient, patient's family or visitor has a history of violence on the Hospital campus, and will implement such tools that the Hospital determines to be suitable. Nurses are encouraged to contact the Hospital security team as needed for support and assistance to prevent and/or respond to incidents of workplace violence.

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The Union reserves the right to amend, add, delete, or withdraw without prejudice any and all proposals submitted. The Union also reserves the right to submit future amended, revised or new proposals. Said proposals shall not be used in an Administrative Hearing or Arbitration as evidence of interpretation or intent if the proposal is withdrawn by the Union.

At minimum, the Hospital shall provide workplace violence training to each represented nurse upon hire and on an annual basis thereafter.

The Hospital will notify staff working on the premises if there is an active threat that creates a hospital-wide lockdown. Staff will be given instructions that include actions to be taken for the protection and well-being of patients, families, and themselves.

Signage will be posted and clearly visible at all nurse stations of all units in the Hospital which shall indicate that violence of any kind is not permitted on Hospital premises.

### **Workplace Violence Response:**

Nurses are encouraged to report all incidents of workplace violence, including but not limited to, submitting Concern for Safe Staffing forms, OSHA 300 forms, etc., and to contact the Team Member Health Department following any incidents of workplace violence.

The Hospital will encourage nurses who are victims of assault in the workplace to recognize the potential emotional impact and offer counseling or other delayed stress debriefing. If alerted, the Team Member Health Department will contact the nurse's direct care manager or director to coordinate the implementation of post-incident protocols ensure that the workplace violence incident has been properly documented and follow up notification and protections have been implemented. The Nurse Manager/Director and Team Member Health Department will facilitate support and resources for the affected nurse, including to encourage nurses who are victims of assault in the workplace to recognize the potential emotional impact and offer counseling or other delayed stress debriefing.

In addition, a nurse who has been assaulted at work and is unable to continue working will be given the opportunity to be free from duty without loss of pay for the remainder of that shift, as well as any additional shifts within 72 hours of the assault without loss of pay. If additional time away is needed the Team Member Health Department will explore options with the nurse via programs, resources and offerings available, such as paid administrative leave as well as assistance with the workers' compensation process.

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 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.

The Hospital will extend reasonable cooperation to any nurse assaulted in the workplace who chooses to exercise her/his rights under the law, including being released from a scheduled work shift in order to testify in a court hearing stemming from the incident.

A nurse who has experienced violence that was committed by a patient or that patient's family shall not be required to assume the assignment of that patient on a future date without the consent of the nurse.

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Immediately after a violent event occurs on a unit, a debrief ("diffuse meeting") will take place that includes all staff on the unit who desire to attend, involved and a nurse designated by the Union.

Within three days (72 hours) after a violent event occurred on a unit, a documented debrief meeting will be held as appropriate that includes Any nurse who opts to utilize the time off provision as stated above will be offered to be included in a debrief consisting of the staff involved and an appropriate mix of providers, management, nursing staff, therapy staff, and clergy, any staff members directly or indirectly involved in the incident, and a designee of the Union. The intent of the debrief should be is to create a safe space for staff to discuss the event, and is not a place for critique, performance evaluation, or investigation and decompress from traumatic events and no discipline shall result from these sessions. This debrief will take place within seventy two (72) hours. Within seven (7) days of the event a report of the event shall be presented to the Union which shall include all documented reports and investigatory notes as well as outcomes.

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