

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 accepts Employer Proposal 9, modified as follows:

Article 34.D. shall be modified as follows:

#### **Mandatory Low-Need Days:**

If additional reductions are indicated, low-need days shall be taken by the least senior regularly scheduled **part-time** nurse scheduled for the particular unit and shift where the reduction is necessary.

No regularly scheduled **part-time** nurse shall be required by the Employer to take more than twenty-four (24) hours per Contract year. If the least senior **part-time** nurse on a particular unit and shift has been assigned twenty-four (24) hours of low-need, the next least senior **part-time** nurse scheduled for the particular unit and shift may be assigned the low-need day. In any case, the total of low-need days of this provision shall not exceed twenty-four (24) hours per Contract year for any regularly scheduled **part-time** nurse.

~~A part-time nurse regularly scheduled for sixty-four (64) compensated hours or more per pay period shall be considered as a full-time nurse for purposes of this Section and shall not be assigned low-need days.~~ A nurse to be assigned a low-need day pursuant to this Part D shall be given a minimum of **fourtwo** (42) hours advance notice before the beginning of the shift.

Casual part-time or temporary nurses shall not be assigned to work on units for which the nurse receiving low-need days is oriented or otherwise qualified. ~~Part-time n~~Nurses having hours reduced shall be given first opportunity for subsequent additional work hours that may become available to replace work hours lost.

- Employer withdraws its Proposal No. 1.
- Employer accepts Union Proposal No. 2.
- Employer accepts Union Proposal No. 4

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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not be used in an Administrative Hearing or Arbitration as evidence of interpretation or intent if the proposal is withdrawn by the Union.