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MNA Response to Employers Counter-Proposal on Union's Modified Proposal #6 (Article 6- Vacation)

May 15, 2019

LETTER OF UNDERSTANDING - J

Monitoring the Number of Registered Nurses Allowed off for Vacation

June 1, 200719

The purpose of this Letter of Understanding is to allow additional Registered Nurses time off for vacation. Accrued vacation, position control activity, vacation policy and guidelines, as well as number of staff off per shift, per unit will all be evaluated annually by the site Staffing Advisory Committees or Labor – Management Committee.

The Employer and Union agree to a Pilot Program upon ratification of the 2019 -2022 contract. The Pilot would establish thresholds for the number of additional vacation shifts allowed off in a 24-hour period. The Pilot will base the increased number of vacation shifts on the Productive FTE's. The use of Productive FTE's as the measure of the number of vacation shifts, shall not be used to decrease the current number of vacation shifts allowed nurses in any unit, which is 1 person per shift for units of 20 nurses or more and 2 nurses per 24 hours in unit with less than 20 nurses.

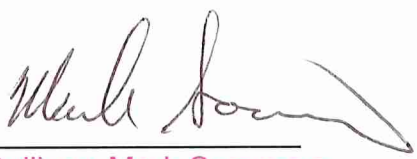
MNA will be provided with the information used by management in establishing additional vacation shifts and the parties will meet and confer in Labor – Management Committee to resolve disputes regarding the number of additional shifts allowed.

An assessment report will then be presented to the Labor – Management Committee.

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HEALTHEAST CARE SYSTEM

MINNESOTA NURSES ASSOCIATION

By /s/ 
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Labor Relations Director
Vice President, Human Resources

By /s/ 
~~Jerry Hatalla~~
Evangeline Tutt
MNA Staff Specialist, Labor Relations

Date _____

Date _____