



Minnesota Nurses Association Proposal to Allina Health May 24, 2019

This is a package proposal: If any element of this proposal is not acceptable, no other position of the Union stands alone. Significant compromise in positions that may be taken or have been taken has been made by the Union in assembling this package. Thus earlier, later or alternate positions (if any) will be taken by the Union if the entire package is not agreed and signed to tentative agreement by the employer.

MNA offers the following tied-together package proposal:

Allina Health accepts ML Union proposals, ML#2, ML#5, and ML#6
The Union will withdraw the proposed modifications to ML#1, ML#3 and ML#4 and remain status quo per current contract.

Union withdraws ML PROPOSAL #1

EDUCATIONAL DEVELOPMENT:

Tuition Reimbursement:

The hospital shall pay the nurse minimum reimbursement in the amount of one hundred percent (100%) of tuition and required fees and books up to **four thousand three thousand five hundred dollars (\$3500.00) (\$4000.00)** per year for educational course work at an accredited institution under the following circumstances:

1. ~~The Director of Nursing or designee must approve the proposed course or sequence of studies as having a reasonable relation to the nurse's professional employment.~~

ML UNION PROPOSAL #2

All Sections/paragraphs not addressed in this Proposal are to remain status quo unless otherwise addressed in the Local Union Proposals.

Modify to Read:

EDUCATIONAL DEVELOPMENT:

Workshops, Courses, **Seminars** and Other Educational Programs

A nurse may use ~~up to seven hundred and fifty dollars (\$750.00) per year, paid at one-hundred percent (100%) of the amount provided in this Section for materials, attendance and travel expenses toward attendance at workshops, courses, seminars and other types of educational programs that are:~~

1. part of a plan to prepare the nurse for a second clinical service. The nature of the program shall be determined by agreement between the nurse and the hospital, taking into account the hospital's needs and the nurse's interest. Nurses participating in such program shall receive reimbursement for approved courses taken thereunder upon satisfactory completion of the workshop, course, seminar or educational program. Nurses so participating shall be given preference in floating to the secondary clinical area and agree to float to such area as needed.

Participation in the program shall be voluntary and completed on the nurse's own time. The provisions of this subsection shall be applicable only to nurses regularly working at least thirty-two (32) hours per two (2) week pay period at the time of the agreement between the nurse and the hospital, or

5. clinical materials (for example, resource books, guides, tapes, videos) required by or related to workshops, courses, seminars and other educational programs (including on-line and independent study programs that provide nursing CEUs) will be covered under this benefit as approved by the unit manager.

Union withdraws ML PROPOSAL #3

EDUCATIONAL DEVELOPMENT:

Required Education Subsequent to Employment:

4. Mandatory meetings and required education will be offered or made accessible to the registered nurse during or adjacent to the nurse's scheduled work shift. Alternate mechanisms such as video tapes, audio tapes, or self-study may be used. If mandatory education is provided off of the hospital premises, the nurse will be reimbursed for mileage at current IRS reimbursement rate, for parking, and will be compensated for all travel time between the hospital and the location of the required education.

Union withdraws ML PROPOSAL #4

EDUCATIONAL DEVELOPMENT:

Required Education Subsequent to Employment:

5. Study Time:
Definition: Time spent outside the regular class time that is required to successfully complete the required activity.

When there is a mandatory educational activity which requires a certain amount of preparation outside of the course or for a mandatory self-learning packet that is required and is completed outside of work time, the employer is accountable to pay for that study time. If the employee cannot be competent without some outside work, the employer is accountable to pay for study time. All required certifications will be applicable to this section.

Courses which have pre-determined study time attached will include directions as to maximum amounts of study time to be paid and how to code study time for pay purposes. Study Time will be paid in the pay period in which the class occurred and all overtime, if applicable, would be paid.

ML UNION PROPOSAL #5

All Sections/paragraphs not addressed in this Proposal are to remain status quo unless otherwise addressed in the Local Union Proposals.

Modify to Read:

EDUCATIONAL DEVELOPMENT:

New Registered Nurse Orientation Program:

The parties agree that registered nurses who are in the first year of licensure or registered nurses with less than one (1) year of acute care experience or registered nurses who are ~~foreign born and~~ foreign educated with minimal U.S. nursing experience shall be eligible for the following orientation program:

- a. An individualized orientation program will include assessment of skills base and learning style for a minimum of ~~eight weeks.~~ forty (40) clinical shifts. The orientation period may be ~~increased or~~ decreased by mutual agreement between the orientee, the preceptor, and the manager/designee. The individualized orientation program shall include meetings every two weeks to discuss and identify opportunities for learning and to provide timely feedback on progress.
- b. Every effort will be made to schedule the orientee with no more than three (3) preceptors. (Exceptions may need to be identified.) The orientee will follow a preceptor's schedule where possible.

If a nurse has more than three (3) four (4) preceptors during their orientation period, the Union will be given notice. If none of the initial three (3) preceptors are not available during an orientee's scheduled shift, that shift will not count toward a nurses' forty (40) orientation shifts. A meeting will be held with the orientee, the preceptor, manager and the union representative to determine the impact of such exception. Unit exceptions to this provision shall be made by mutual agreement between the Hospital and the Union.

ML UNION PROPOSAL #6

All Sections/paragraphs not addressed in this Proposal are to remain status quo unless otherwise addressed in the Local Union Proposals.

Modify to Read:

EDUCATIONAL DEVELOPMENT:

Preceptor Program:

The designated preceptor role shall be voluntary, posted on an individual unit, with a minimum of a two (2) year commitment. The position shall be available to nurses on a specific unit who are currently practicing as registered nurses at the bedside. The compensation for this role shall include ~~four~~ two dollars (\$2.00) per hour. A nurse who is working in the role of both preceptor and charge nurse will be eligible for both differentials.

Preceptors shall be eligible for this compensation ~~only~~ when providing orientation to an RN orientee, ~~student, intern or capstone~~. (excluding others such as students and interns). Paid training programs on teaching and preceptor training will be provided prior to the role starting and on an on-going basis to the core group of preceptors on each unit. Registered nurses who may fill in for the preceptor but who are not in the dedicated role shall ~~only~~ be eligible for the compensation if for all hours worked in which they assume the duties of the preceptor, whether they have taken the preceptor training course or not. for a specified period of time greater than one week.