



## Minnesota Nurses Association Proposal to Allina Health

May 24, 2019

### MNA ML PROPOSAL #32

#### MERCY ARTICLE 14(D) – LEAVE OF ABSENCE

D. Maternity/Paternity/Adoption: Leave of absence without pay will be granted to nurses for maternity/paternity for a period of up to one (1) calendar year as follows:

1. (1) For a period of four (4) calendar months, including the period where paid sick leave and/or vacation may be utilized by the nurse, during or at the conclusion of which the nurse will be returned to his/her previous position. This four-month leave of absence shall commence at one of the following occurrences:

(a) Prior to the date of delivery or adoption, if requested by the nurse for non-medical reasons; or

(b) On the date of delivery

2. In the event a nurse is disabled for a period in excess of four (4) calendar months following delivery, the nurse will retain her right to her previous position for four (4) calendar months, or three (3) calendar months plus accumulated sick leave used by the nurse, whichever is greater.

~~For a period of up to four (4) calendar months of the leave commencing at or after the date of delivery, or an earlier date if requested by the nurse for a non-medical reason, including the period of accumulated sick leave, during or at the conclusion of which, the nurse will be returned to her or his previous position. In the event a nurse is disabled for a period in excess of four (4) calendar months following delivery, the nurse will retain her or his right to her or his previous position for four (4) calendar months or three (3) calendar months plus accumulated sick leave used by the nurse, whichever is greater.~~

~~1-3.~~ For a period of an additional four (4) calendar months, during or at the conclusion of which, the nurse will be returned to her or his previous position if it is open and, if not, to her or his previous classification and scheduled number of hours.

~~2-4.~~ If a nurse desires additional time off, the nurse may receive an additional four (4) calendar months or whatever time is remaining that would not cause the entire leave

to exceed a total of twelve (12) months. During this leave period, the Hospital may permanently fill the nurse's position. Upon returning from the leave, the nurse will be given the first opportunity to return to a position and classification for which she or he is qualified and will be given an opportunity to return to her or his former position if and when the position is open.

3.5. Vacation and length of service increments will continue to accrue for the first ninety (90) unpaid calendar days of this maternity/paternity leave.

4.6. The nurse may choose any combination of paid benefit time, including but not limited to, sick leave, vacation, and personal holidays. Sick leave use will not be limited and may be exhausted by the nurse if they so desire. This provision shall be equally available to either parent.

If a nurse desires to return to the hospital at a date different than the date of return specified at the beginning of the leave, she or he shall notify the Hospital two (2) weeks in advance of the earlier of the specified return date or the desired return date. A nurse who desires to return to a different position at the conclusion of the leave must make such request at least thirty (30) calendar days prior to the expiration of the leave.

This subparagraph D shall be fully applicable in instances of adoption. In addition, the Hospital will reimburse up to one thousand dollars (\$1,000.00) toward expenses incurred during the adoption.



## ANW/PEI ARTICLE 13(D)

### D. Maternity/Paternity/Adoption:

Leave of absence without pay will be granted to nurses for maternity/paternity/birth and adoption for a period of up to one (1) calendar year as follows:

1. For a period of four (4) calendar months, including the period where paid sick leave and/or vacation may be utilized by the nurse, during or at the conclusion of which the nurse will be returned to his/her previous position. This four-month leave of absence shall commence at one of the following occurrences:

(a) Prior to the date of delivery or adoption, if requested by the nurse for non-medical reasons; or

(b) On the date of delivery

In the event a nurse is disabled for a period in excess of four (4) calendar months following delivery, the nurse will retain her right to her previous position for four (4) calendar months, or three (3) calendar months plus accumulated sick leave used by the nurse, whichever is greater. For a period of up to four (4) calendar months of the leave commencing at or after the date of birth or adoption, delivery, or an earlier date if requested by the nurse for a non-medical reason, including the period of accumulated sick leave, during or at the conclusion of which the nurse will be returned to her or his previous position. In the event the nurse is disabled for a period in excess of four (4) calendar months following the birth, the nurse will retain her or his right to her or his previous position for four (4) calendar months or three (3) calendar months plus accumulated sick leave used by the nurse, whichever is greater. Sick leave with pay is granted only for the period of the disability relating to the birth of a child, unless in the case of paternity and/or adoption leave where the child is ill.

1.2. For a period of an additional four (4) calendar months, during or at the conclusion of which, the nurse will be returned to her or his previous position if it is open and, if not, to her or his previous classification and scheduled number of hours.

2.3. For a period of an additional four (4) calendar months or that period to make a total of twelve (12) months leave during which the Hospital may permanently fill the nurse's position. Upon returning from the leave, the nurse will be given the first opportunity to return to a position and classification for which she or he is qualified and will be given an opportunity to return to her or his former position if and when the position is open.

3.4. Vacation and length of service increments will continue to accrue for the first ninety (90) unpaid calendar days of this maternity/paternity/adoption leave.

4.5. If a nurse desires to return to the hospital at a date different than the date of return specified at the beginning of the leave, she or he shall notify the hospital two (2) weeks in advance of the earlier of the specified return date or the desired return date. A nurse who desires to return to a different position at the conclusion of the leave must make such request at least thirty (30) calendar days prior to the expiration of the leave.

~~5.6.~~ The subparagraph (D) shall be fully applicable in instance of adoption. In addition, the hospital will reimburse up to one thousand dollars (\$1000.00) toward expenses incurred during the adoption.

~~6.7.~~ The nurse may choose any combination of paid benefit time, including but not limited to, sick leave, vacation, and personal holidays. Sick leave use will not be limited and may be exhausted by the nurse if they so desire. This provision shall be equally available to either parent.

## **UNITED ARTICLE 13(D)**

(d) Maternity/Paternity/Adoption: Leave of absence without pay will be granted to nurses for maternity/paternity for a period of up to one (1) calendar year on the following basis:

(1) For a period of four (4) calendar months, including the period where paid sick leave and/or vacation may be utilized by the nurse, during or at the conclusion of which the nurse will be returned to his/her previous position. This four-month leave of absence shall commence at one of the following occurrences:

- (a) Prior to the date of delivery or adoption, if requested by the nurse for non-medical reasons; or
- (b) On the date of delivery

In the event a nurse is disabled for a period in excess of four (4) calendar months following delivery, the nurse will retain her right to her previous position for four (4) calendar months, or three (3) calendar months plus accumulated sick leave used by the nurse, whichever is greater.

- (2) For a period of an additional four (4) calendar months, during or at the conclusion of which the nurse will be returned to his/her previous position if it is open and, if not, to his/her previous classification and scheduled number of hours.
- (3) If a nurse desires additional time off the nurse may receive an additional four (4) calendar months or whatever time is remaining that would not cause the entire leave to exceed a total of twelve (12) months. During this leave period, the Hospital may permanently fill the nurse's position. Upon returning from the leave, the nurse will be given the first opportunity to return to a position and classification for which he/she is qualified, and will be given an opportunity to return to his/her former position if and when the position is open.
- (4) Vacation and length of service increments will continue to accrue for the first ninety (90) unpaid calendar days of this maternity/paternity leave.

(5) The nurse may choose any combination of paid benefit time, including but not limited to, sick leave, vacation, and personal holidays for maternity/paternity/adoption. Sick leave use will not be limited and may be exhausted by the nurse if they so desire. This provision shall be equally available to either parent.

If a nurse desires to return to the Hospital at a date different from the date of return specified at the beginning of the leave, he/she shall notify the Hospital two (2) weeks in advance of the earlier of the specified return date or the desired return date. A nurse who desires to return to a different position at the conclusion of the leave must make such request at least thirty (30) calendar days prior to the expiration of the leave.

The subparagraph (d) shall be fully applicable in instance of adoption. In addition, the Hospital will reimburse up to one thousand dollars (\$1,000.00) toward expenses incurred during the adoption.