



Temporary Leader Positions
Replaces ML Union Proposal 11, ANW/PEI Union Proposal 4,
Mercy Union Proposal 19, United Union Proposal 3

May 24, 2019

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.

ANW/PEI

3. SALARY

E. Relieving a ~~Head~~non-bargaining unit Nurse:

When a staff nurse performs the duties of a ~~head~~non-bargaining unit nurse, she or he shall receive the rate of pay of an ~~assistant head nurse~~ACNM (at the same increment level that the staff nurse is presently receiving) for any shift of work consisting of at least eight (8) hours of work.

While serving in this role, contract RNs shall not make or carry out hire, fire, or discipline decisions, nor may they be present at any investigatory meetings. Contract RNs that choose to move to a temporary leader position will not continue to accrue bargaining unit seniority and such seniority will be frozen until the RN returns to a contract position.

While serving in this capacity, the RN's bargaining unit position will be held for 6 months. The position may be held longer if agreed to by the hospital and the MNA Chair(s). If the RN's bargaining unit position cannot be held for the term agreed upon by the hospital and the MNA chairs, a comparable MNA position (same number of hours and shift rotation) will be held for one year, or longer if agreed to by the hospital and the MNA chairs.

Mercy Hospital

4. SALARY

- E. Relieving a Headnon-bargaining unit Nurse: When a staff nurse performs the duties of a headnon-bargaining unit nurse, she or he shall receive the rate of pay of an assistant head nurse (at the same increment level that the staff nurse is presently receiving) for any shift of work consisting of at least eight (8) hours of work.

While serving in this role, contract RNs shall not make or carry out hire, fire, or discipline decisions, nor may they be present at any investigatory meetings. Contract RNs that choose to move to a temporary leader position will not continue to accrue bargaining unit seniority and such seniority will be frozen until the RN returns to a contract position.

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United Hospital

4. SALARY

- (f) Relieving a Headnon-bargaining unit Nurse: When a staff nurse performs the duties of a headnon-bargaining unit nurse, he/she shall receive the rate of pay of an assistant head nurseACM (at the same increment level that the staff nurse is presently receiving) for any shift of work consisting of at least eight (8) hours of work.

While serving in this role, contract RNs shall not make or carry out hire, fire, or discipline decisions, nor may they be present at any investigatory meetings. Contract RNs that choose to move to a temporary leader position will not continue to accrue bargaining unit seniority and such seniority will be frozen until the RN returns to a contract position.

While serving in this capacity, the RN's bargaining unit position will be held for 6 months. The position may be held longer if agreed to by the hospital and the MNA Chair(s). If the RN's bargaining unit position cannot be held for the term agreed upon by the hospital and the MNA chairs, a comparable MNA position (same number of hours and shift rotation) will be held for one year, or longer if agreed to by the hospital and the MNA chairs.

Unity Hospital

5. SALARY

E. Relieving a non-bargaining unit Nurse-~~Manager~~:

When a staff nurse performs the duties of a non-bargaining unit nurse-~~manager~~, she or he shall receive a rate of pay ten percent (10%) above the nurse's current salary for any shift consisting of at least eight (8) hours of work.

While serving in this role, contract RNs shall not make or carry out hire, fire, or discipline decisions, nor may they be present at any investigatory meetings. Contract RNs that choose to move to a temporary leader position will not continue to accrue bargaining unit seniority and such seniority will be frozen until the RN returns to a contract position.

While serving in this capacity, the RN's bargaining unit position will be held for 6 months. The position may be held longer if agreed to by the hospital and the MNA Chair(s). If the RN's bargaining unit position cannot be held for the term agreed upon by the hospital and the MNA chairs, a comparable MNA position (same number of hours and shift rotation) will be held for one year, or longer if agreed to by the hospital and the MNA chairs.

Mercy Hospital:

Allina Hospitals & Clinics d/b/a Mercy Hospital

and

Minnesota Nurses Association

SUBJECT: RNs working as interim Patient Care Supervisor

During the term of the agreement between the parties, the Minnesota Nurses Association and Mercy Hospital have entered into the following understanding to address MNA RNs that work in an interim capacity as a Patient Care Supervisor (PCS).

1. If a staff nurse fills the role of an interim Patient Care Supervisor, the interim Patient Care Supervisor will focus on the operational aspects related to education and clinical operations. In addition, a staff nurse working in the interim capacity will not participate in any of the performance management components of the job. The Patient Care Manager would continue to maintain full responsibility for this work.
2. If the interim assignment is for three months or less, a lump sum bonus of 3% of the hours worked as a Patient Care Supervisor will be paid at the end of their assignment.

3. If the interim assignment is for greater than three months, a lump sum bonus of 5% of the hours worked as a Patient Care Supervisor will be paid on the pay period-by-pay period basis after a three-month period as elapsed and until the end of their interim assignment.
4. For any pay period in which the bonus is not paid following the eligible period, the Association will agree that the nurse will not be eligible for a supplemental check.
5. ~~A nurse will not remain in an interim Patient Care Supervisor role for longer than six (6) months. If a nurse chooses to remain in the PCS role, they will be eligible for up to two years from the date of the time that they assumed a permanent position as a PCS to return to an open and available position and be credited with all MNA benefits and seniority accrued from the date prior to assuming the permanent PCS position.~~
6. Interim Patient Care Supervisors will not be eligible for any hours/shifts of a staff nurse.
7. The parties agree to incorporate this LOU into the collective bargaining agreement when a successor agreement is negotiated.