



2019 MNA Unity - Local Proposals

Unity MNA Proposal #1

ARTICLE 7 - VOLUNTARY AND MANDATORY LOW-NEED AND LAYOFF

The Union will withdraw Unity Proposal #1

Unity MNA Proposal #2

ARTICLE 7 - VOLUNTARY AND MANDATORY LOW-NEED AND LAYOFF

Unity MNA Proposal #3

B. Mandatory Low-Need Days:

1. Mandatory Low-Need Limit:

Regularly scheduled nurses shall be required by the hospital to take no more than three (3) low-need days per Contract year. Mandatory low-need days will be assigned on a rotating basis based on hospital-wide seniority, least to most, and no more than one (1) per pay period.

2. Notice of Cancellation:

A nurse to be assigned a low-need day pursuant to this Part D shall be given a minimum of ~~three~~one (3~~1~~) hours advance notice before the beginning of the shift. ~~or one (1) hour of pay.~~

ARTICLE 8 – PAID TIME OFF

The Union will withdraw Unity Proposal #3

Unity MNA Proposal #4

ARTICLE 8 – PAID TIME OFF

The Union is currently holding on this proposal pending the response from Allina on our latest counter on Extra Hours delivered on 5/16

Unity MNA Proposal #5

ARTICLE 11 - LABOR MANAGEMENT COMMITMENT

The Union reserves the right to add, subtract, modify or withdraw proposals throughout the course of bargaining.

MNA refers Allina Health to its joint proposal on this matter with Abbott Northwestern Hospital and Phillips Eye Institute

Unity MNA Proposal #6

ARTICLE 19 - ASSOCIATION COMMUNICATION AND CHAIRPERSONS:

The Union will withdraw Unity Proposal #6

Unity MNA Proposal #7

APPENDIX B – ATTENDANCE

Notification of time away from work: In the event you are going to be tardy or absent from your scheduled shift or if you need to leave early, you are expected to personally notify your manager (or designee) according to your department guidelines. Some managers require personal notice and do not allow voice mail messages. Unless your department has a specific policy with a different notification standard, you are required to call at least ~~60~~⁹⁰ minutes before your scheduled start time. However, if you have an emergency situation where you are unable to give proper notification, you must notify your manager as soon as possible. If your department has specific requirements about providing personal notice, finding replacements, or notifying a manager if you have found a replacement, you are expected to be familiar with those requirements.

Unplanned absence or tardiness

An unplanned absence ~~or tardiness~~ is treated as an occurrence. Tardiness is treated as a half occurrence. This is defined as any time away from work (including tardiness or leaving early) that is not defined as a planned absence. You will be considered tardy if you begin work eight (8) or more minutes after your scheduled start time.

Managers will track occurrences for each employee over a rolling 12-month period looking backward from the date of the absence or occurrences.

The Allina guideline for an acceptable level of occurrences is based on your FTE as follows:

Periods of absence	Casual to .49 FTE	.5 to .79 FTE	.8 to 1.0 FTE
In any 12-month consecutive period	6 ⁴	8 ⁶	10 ⁸
In any three-month consecutive period	4 ²	4 ³	5 ⁴

Unity MNA Proposal #8

ARTICLE 25 – HEALTH PROGRAM

The Union reserves the right to add, subtract, modify or withdraw proposals throughout the course of bargaining.

The Hospital will staff at least one (1) security officer on the Adult Mental Health Unit 24 hours per day. This security officer will not have primary responsibility for other areas of the hospital and will only respond to Code Green and Show of Support calls for the Adult Mental Health Unit.

Unity MNA Proposal #9

ARTICLE 25 – HEALTH PROGRAM

The Union will withdraw Unity Proposal #9

Unity MNA Proposal #10

ARTICLE 25 – HEALTH PROGRAM

MNA refers Allina Health to Union ML Proposal #35

Unity MNA Proposal #11

LETTER OF UNDERSTANDING

The Union will withdraw Unity Proposal #11

Unity MNA Proposal #12

The Union will withdraw Unity Proposal #12

Unity MNA Proposal #13

LETTER OF UNDERSTANDING

ALLINA CLINICAL NURSING PRACTICE COUNCIL

(ABBOTT NORTHWESTERN HOSPITAL, PHILLIPS EYE INSTITUTE, MERCY HOSPITAL, UNITED HOSPITAL, [UNITY HOSPITAL](#))

There shall be a joint council of practicing nurses and nurse administrators to establish best practices (refer to established Charter for additional information). The purpose of this Council is to address issues that impact RN professional practice at a system level. This includes, but is not limited to, changes generated from a system-wide process for the sake of integrating or changing policies, standards, practices, and any workflow issues that may impact patient care and nursing practice across the Allina spectrum of care.

The council will work collaboratively with each established local bargaining unit practice council to identify and receive input and problem solving approval prior to the initiation of any changes in any of the above.

The council shall be composed of an equal number of representatives of the Association and the Hospitals. Co-chairs of the council will be comprised of one chair from the Allina Council of

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Chairpersons and one chair from Allina management. The Association Council members will be paid at straight time for their participation in Council activities.

Unity MNA Proposal #13

The Union proposes extending the sunset date for all Letters of Understanding and agreements that would expire prior to the end the contract term of the current contract negotiation.