



## **MNA Mercy Proposals – Local Proposals**

### **Union Proposal #1**

#### **ARTICLE 3 - HOURS**

The Union withdrew on 5/24

### **Union Proposal #2**

#### **ARTICLE 3, SECTION C - HOURS**

8. Nurses may give away up to ~~five~~three (53) shifts per calendar year without use of benefit time.
  - a. The nurse must find a non-overtime, non-bonus RN replacement, not including pickup of shifts by per diem.
  - b. Extra shifts worked in excess of regularly scheduled hours may be applied instead of utilizing benefit hours to complete the appropriate number of paid hours in the pay period.
  - c. Extra shifts may occur between adjacent pay periods.
  - d. Extra shifts may not be overtime.

### **Union Proposal #3**

#### **ARTICLE 3 - HOURS**

- D. Start Times: The number of unit start times currently in place shall not be changed and/or increased unless the proposed new start time has met criteria established and approved by the designated labor management committee. Both parties must mutually agree to the new start time prior to its implementation on the unit. The development of a new start time shall not negatively impact any other nurse. Nurses shall be scheduled start times by seniority.

### **Union Proposal #4**

#### **ARTICLE 4 - SALARY**

The Union withdrew on 5/24

**Union Proposal #5**

**ARTICLE 6 – PART TIME NURSES**

The Union Withdraws

**Union Proposal #6**

**ARTICLE 10, SECTION E - VACATION SCHEDULING**

See also: Vacation Process (Action Plan 2004)

The primary factor governing the scheduling of earned vacation shall be availability of RN staff to provide patient care on each nursing unit. If two or more nurses on a station unit request concurrent vacation times and staffing for patient care does not allow granting of all requests and such conflict is not resolved on a mutually agreeable basis between the nurses involved, the vacation shall be given to the nurse making the earlier request for such vacation. In the case of simultaneous requests, the nurse on a station unit having greater length of employment in the Hospital as defined in Section 15, “Temporary Staffing Adjustments, Low-Need Days, and Layoff,” shall be given preference. Where a Hospital utilizes an annual defined vacation sign-up period, all requests submitted during such period shall be considered as simultaneous requests. Consistent with the foregoing, the Hospital may maintain and reasonably enforce a non-discriminatory policy specifying the way in which requests for the same or overlapping periods of vacation time shall be given consideration.

No other qualifications on the scheduling of vacations shall be applied except as set out in this Agreement or as required by unavoidable situations in which granting of requested vacation time would have the effect of depriving patients of needed nursing service.

[If a nurse who has scheduled vacation approved terminates their employment prior to those scheduled dates, those targets shall be returned to the unit for use.](#)

**Union Proposal #7**

**ARTICLE 11 SICK LEAVE**

The Union withdrew on 5/24

**Union Proposal #8**

**ARTICLE 11 – SICK LEAVE**

The Union withdrew on 5/24

**Union Proposal #9**

**ARTICLE 13 – HEALTH PROGRAM**

The Union withdrew on 5/24

**Union Proposal #10**

**ARTICLE 14 – LEAVE OF ABSENCE**

The Union withdrew on 5/24

**Union Proposal #11**

**ARTICLE 15 - TEMPORARY STAFFING ADJUSTMENTS, LOW-NEED DAYS, AND LAYOFF**

The Union Withdraws

**Union Proposal #12**

The Union Withdraws

**Union Proposal #13**

**ARTICLE 17 - SCHEDULES AND POSTING**

The Union withdrew on 5/24

**Union Proposal #14**

**19. PROMOTIONS, TRANSFERS, AND NEW POSITIONS**

The Union Withdraws

**Union Proposal #15**

**ARTICLE 21 - PROFESSIONAL NURSING PRACTICE**

- A. Non-Nursing Functions: ~~The Hospital will make reasonable and continuing efforts to minimize the need for bargaining unit nurses to~~ Nurses will not perform non-nursing functions supportive to nursing care such as housekeeping, dietary, clerical functions, or the transport of supplies or stable patients.

**Union Proposal #16**

**ARTICLE 21 - PROFESSIONAL NURSING PRACTICE**

MNA refers Allina Health to Union ML Proposal #35

**Union Proposal #17**

The Union withdrew on 5/24

## **Union Proposal #20**

The Union Withdraws

### **ML Union Proposal #20**

#### **5. ON-CALL DUTY**

Assignment of a nurse to on-call duty or standby to work beyond her or his scheduled shift shall not be used as a substitute for scheduled on-duty staff when there is a demonstrated pattern of a consistent and continuing need for nursing care.

If on-call duty is not part of a nurse's confirmed employment understanding, on-call shall not be newly assigned to any nurse on a unit where on-call assignment has not been an established practice. Nurses assigned on-call duty shall be on-call only for work or procedures they are skilled to perform or which are normally within their scope of responsibility.

In the event that the Hospital or Allina establishes a new program delivering new clinical services in/on newly created units, on-call may be added to the confirmed work agreements for bargaining unit nurses who accept positions on the new unit. A new program or service is defined as an activity or intervention in which the Hospital or Allina has not previously been engaged; it is not defined as implementation of new technology, expansion due to increased patient volumes, or mergers of existing units.

A nurse will not be required to be on-call on a weekend off or regular day off. The preceding sentence shall not prevent weekend call on units which are normally not open on weekends. Units that have mandatory scheduled call shall maintain a minimum rolling 4-month weekend call schedule, which will be posted by the tenth day of each month for the 4-month period beginning the first day of the next month. No changes to the weekend call schedule will be made without mutual agreement of all affected nurses once the schedule is posted. Open call shifts will be filled through the open shift process.

If a nurse is called to work while on-call and works a total of sixteen (16) or more hours in any twenty-four (24) hour period, she or he shall have the option of being released from the scheduled work shift immediately following the scheduled period of on-call duty.

A nurse who has attained the age of sixty (60) or thirty (30) calendar years of service shall not be required to take on-call duty.