



## Package Proposal

The Minnesota Nurses Association offers the following package proposal:

### 1. **MODIFIED UNION PROPOSAL 3:**

#### **SECTION 3. SALARY**

##### **H. Charge Differential:**

A nurse recognized by the Hospital to be acting in an authorized charge capacity ~~on any shift of work for at least four (4) hours~~ shall be paid an additional ~~two~~ three dollars (\$~~2.00~~3.00) per hour for all hours worked in that capacity. The differential applies to all hours worked in the role. The differential will stack with preceptor differential if the nurse is working in both roles (any other applicable premiums, bonuses, or differentials also apply).

A charge nurse will not be responsible for charge nurse duties on more than one unit at a time except in unanticipated circumstances.

##### **Q. Preceptor Pay:**

A nurse recognized by the Hospital to be acting in an authorized preceptor capacity on any shift of work for at least four (4) hours shall be paid an additional ~~two~~ three dollars (\$~~2.00~~3.00) per hour. The differential applies to all hours worked in the role, whether the nurse has taken the class or not. The differential applies when precepting new hires, students, or capstones. This differential will stack with charge differential if the nurse is working with both roles (any other applicable premiums, bonuses, or differentials also apply). The Preceptor Program shall be discussed at the Nursing Care Delivery Committee.

### 2. **MODIFIED UNION PROPOSAL 18:**

The Minnesota Nurses Association proposes an across the board wage increase of 3% effective on the pay period closest to June 1, 2019, 3% effective on the pay period closest to June 1, 2020, and 4% effective on the pay period closest to June 1, 2021.

### 3. **PROPOSAL 17:**

#### **LETTER OF UNDERSTANDING II – PER DIEM NURSING PROGRAM**

The Minnesota Nurses Association proposes to increase the wage scales for Per Diem nurses participating in the Per Diem Nursing Program at the same rate as the across the board wage increases secured for staff nurses and assistant head nurses on the pay period closest to June 1, 2019, June 1, 2020, and June 1, 2021.

*Minnesota Nurses Association reserves the right to propose language, “clean up,” and to agree to make technical corrections during the contract drafting process. Minnesota Nurses Association reserves the right to add, subtract, or modify its proposals and the right to make counter-proposals regarding any proposal submitted by the Employer.*



Time: \_\_\_\_\_

**4. MODIFIED UNION PROPOSAL 12:**

**SECTION 28. ASSOCIATION COMMUNICATION AND CHAIRPERSONS:**

**A. Bulletin Boards**

The Hospital will provide multiple bulletin board spaces in location accessible to nurses for the posting of meeting notices and related materials. Union staff and employee designees shall have access at all reasonable times to such bulletin boards and to such other nonpatient, nonpublic areas to be designated by the Hospital to discharge the Union staff and employee's duties as representatives of the Union.

**5. MODIFIED PROPOSAL 19:**

Renew all Letters of Understanding, excluding LOU IV—Just Culture Training.

**6. PROPOSAL 15:**

**42. DURATION AND RENEWAL**

This Agreement will be in full force and effect from June 1, ~~2016~~2019, through and including May 31, ~~2019~~2022. This Agreement shall remain in full force and effect from year-to-year thereafter, unless either party shall notify the other party in writing at least ninety (90) days prior to May 31, ~~2019~~2022, or May 31 of any year thereafter of its intention to change, modify, or terminate this Agreement. When the Agreement has been reopened as provided in the preceding sentence, each party shall submit to the other in writing its proposals with respect to the terms and provisions it desires to change, modify, or terminate. Such proposals shall be submitted on or before March 15 of the year the Contract has been reopened.

**If this is agreed to, the Union will drop all outstanding proposals, and the Employer will drop all outstanding proposals.**

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