



ST. LUKE'S NURSES CONTRACT NEWS



June 11, 2019

NEGOTIATIONS DAY FOUR

We've negotiated four days now, and are increasingly frustrated with management's disrespect. They are not acknowledging the bulk of our proposals; they apparently believe our current staffing methods are adequate; and they do not believe nurses can be trusted to know when to leave after an assault or a threatening situation. They are not even showing up on time.



We are disappointed that management has refused to agree to our workplace violence proposal - a proposal that mirrors agreements at every hospital in the Metro - because they don't trust nurses to evaluate their own physical and emotional health.

Management has not talked about our staffing, recruiting, and retention proposals. They've only addressed 17 out of 48, avoiding any discussion of student loan reimbursement, longevity bonus, and enhanced bonuses for picking up shifts or floating.

Management has even vehemently opposed our proposal to protect your contract in case of a buyout.

We did reach tentative agreement on five issues, including using education funds for learning materials and memberships, language that allows for straight day and evening/night rotation, and the ability to hire "snowbird" casuals.

At our next session, we will push management to have a real talk about these proposals. In order to make management listen, we need your support to back us up. We need **every nurse** to attend one of next Thursday's all-member meetings to answer your questions about negotiations.

They are June 20 at the Karpeles Museum across from our ED at:

- 7:30 a.m.
- 1:30 p.m.
- 5 p.m.
- 8 p.m.

You can contact your negotiating team for more information. All proposals will be posted on MNA's website at www.mnnurses.org by the end of the next business day.

Your 2019 Bargaining Team