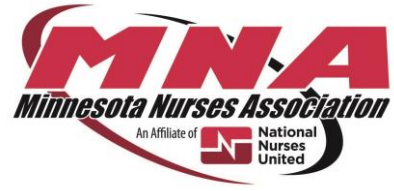




MNA NURSES RAISING STANDARDS TOGETHER



June 12, 2019

Bargaining Summary

Your MNA Negotiating Team met with the Hospital yesterday for the ninth and last scheduled bargaining session. North Memorial nurses joined us at the bargaining table throughout the entire day.

Your Team was focused on making all efforts to reach a fair settlement. Toward that end, we reached tentative agreements around breaks and mandatory education. After strong nurse participation in cafeteria meetings over the last week, Management finally heard you regarding the importance of nurses being able to punch out “missed breaks” without fear of retaliation as well as the need to improve the mandatory education system. A hospital-wide pilot program will be implemented in 2020 that will move to quarterly bundling with more classroom setting learning and fewer hours of Healthstreams.

As we continued to narrow the issues to move toward a settlement, the Employer became increasingly unwilling to face the nurses in the room, choosing instead to communicate in the hallway. Over the course of a 15-hour bargaining session, the Employer raised its wage offer by 1.5% (from 2%-2%-1.5% at 9:00am to 2%-2.5%-2.5% by 12:20am). Nurses who attended bargaining told Management why such an offer does not properly value the work nurses do, does not recognize the increasing demands placed on nurses, and does not keep up with inflation. We pointed out to the Hospital that North’s “top earners” received average wage increases of 8.5% annually for the past two reported years, and asked why nurses deserve less?

The day ended with your Team making the last wage proposal: 5%-4%-3% (3% less than where we started the day). Despite telling us that their last wage offer was “not by any means” their final offer, the Hospital chose not to make a counter-offer and ended the session.

[A copy of all tentative agreements as well as proposals still on the table, can be found here: https://mnnurses.org/news/2019-negotiations/.](https://mnnurses.org/news/2019-negotiations/)

Please stay tuned as your Team continues to consider our next steps for securing a fair contract that values nurses.