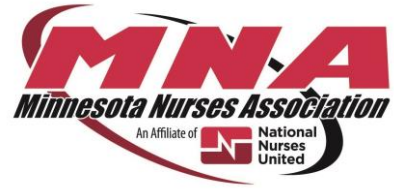




MNA NURSES RAISING STANDARDS TOGETHER



June 13, 2019

North Memorial Bargaining Summary & FAQ

In an effort to provide as much information as possible to our members, the following is a summary of the key items that are still under discussion in negotiations. As a reminder, a copy of all tentative agreements and proposals can be found on the MNA website: <https://mnnurses.org/news/2019-negotiations/>

Status of MNA Proposals Still on Table

Wages:

- The initial wage proposal of all MNA Metro bargaining teams was across-the-board increases to base rates of 7% (year 1), 7% (year 2), 7% (year 3).
- North Management made its first wage offer at our 8th session: 2%-2%-1.5%
 - Management made 3 additional wage offers at the 9th session:
 - 2-2-2 (increase of 0.5%)
 - 2-2-2¼ (increase of 0.25%)
 - 2-2½ -2½ (increase of 0.75%)
- Your bargaining team has made movement on wages after every Management counter-offer, including making the final wage proposal at the previous two bargaining sessions:
 - 5-5-5 (decrease of 6%)
 - 5-5-4 (decrease of 1%)
 - 5-5-3¾ (decrease of 0.25%)
 - 5-4-3 (decrease of 1.75%)
- The highest wage offer from a Metro Management team at this point is 2.5%-2.5%-2% (Fairview)
- The lowest wage offer from a Metro MNA bargaining team is 3-3-4 (Fairview)

Differentials: Your bargaining team initially proposed an increase of \$2/hour for all differentials. Management's response has been to demand that this proposal be dropped in order to receive the above wage offer. We offered to modify our proposal to increases of \$1/hour, which caused Management to again demand that the proposal be dropped in exchange for its wage offer.

Off-Premise On-Call Rate of Pay: Your bargaining team initially proposed to increase this from \$6.50/hour to 110% of the greater of the federal, state, Minneapolis or St. Paul minimum wages, plus \$0.30/hour. Management's response has been to demand that this proposal be dropped in order to receive the above wage offer. We modified our proposal to increase the rate to 110% of the greater of the federal or state minimum wages, plus \$0.30/hour

On-Premise On-Call Rate of Pay: Your bargaining team initially proposed to increase this from \$6.50/hour to 150% of the greater of the federal, state, Minneapolis or St. Paul minimum wages, plus \$0.30/hour. Management's response has been to demand that this proposal be dropped in order to receive the above wage offer. We modified our proposal to increase the rate to 150% of the greater of the federal or state minimum wages, plus \$0.30/hour

Insurance: Your bargaining team has proposed a freeze on insurance premiums at the 2019 rates for the life of the next agreement. Management's response has been to demand that this proposal be dropped in order to receive the above wage offer.

MNA Staff Access: We have repeatedly asked Management to consider a proposal to allow your MNA staff (who you pay dues for) to do their jobs and come onto the units to meet with nurses on their breaks as needed. Management has offered misleading and non-sensical reasons for not agreeing to this – even though it would cost the hospital nothing. We have repeatedly invited them to give us a counter-proposal in order to compromise on this issue. We have even modified our proposal to mirror access language that another union (SEIU) at North currently has in its contract. Management has offered similarly misleading reasons for not agreeing to our modified proposal.

No-Weekends: Your bargaining team initially proposed to modify current language so that all qualifying nurses (30 years of service at North and 55yo+) would be able to enjoy the no-weekend benefit. Management has responded by demanding we drop this proposal in order to receive the above wage offer.

Grid Review: Your bargaining team initially proposed to strengthen the dispute resolution mechanism in case of disagreement between MNA nurses and Management regarding safe staffing levels, from mediation (non-binding) to arbitration (non-binding). Management's only response has been that this proposal is unnecessary.

Other Key Points:

Mediation: Management has asked your team to agree to mediation the last two bargaining sessions. Mediators are typically called in when negotiations are nearing impasse. Your team does not feel it has been appropriate thus far. In addition, we believe the hospital wants to use the mediator in order to avoid facing nurses who are gathered to observe bargaining, desiring a go between so they do not have to answer for their positions in front of nurses.

Open Bargaining: Your team has invited all North Memorial MNA nurses to attend bargaining sessions to observe the process. At this week's session, North increasingly attempted to avoid returning to the bargaining table, instead attempting to communicate in the hallway.