



PACKAGE PROPOSAL

The Minnesota Nurses Association offers the following package proposal:

1. MODIFIED UNION PROPOSAL 18:

The Minnesota Nurses Association proposes an across the board wage increase of 3% effective the pay period beginning closest to June 1, 2019, 3% effective the pay period beginning closest to June 1, 2020, and 2.5% effective the pay period beginning closest to June 1, 2021.

2. UNION 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.

3. ER PROPOSAL 10

SECTION 16. SCHEDULES AND POSTINGS

C. Posting and Filling of Positions:

If a nursing position is or will be open, the Hospital will post on the ~~bulletin board a notice for Hospital's website for~~ a period of at least seven (7) calendar days before permanently filling the position. Said notice shall include a listing of the station unit, the number of shifts per payroll period, the shift rotation, the required qualifications for the position, ~~and the person to whom to apply.~~

~~A paper copy of hospital postings will be available in Human Resources.~~—The ~~hospital paper posting in Human Resources~~ will be updated on all non-holiday weekdays. There will be bargaining unit participation in improving, selecting, and developing new methods for posting positions.

In filling any such bargaining unit position, the primary consideration shall be whether the applicant meets the required qualifications to perform the duties of the open position. Discipline shall not automatically prevent consideration for posted positions for which a nurse is qualified. The transfer of a nurse to the position for which the nurse has been accepted may be postponed for a period not to exceed three (3) months if it is necessary to provide the proper skill level on the unit from which the nurse will be transferring.

Subject to the foregoing, nurses meeting the required qualifications shall be given preference over nurses not currently employed by the Hospital, and as between nurses employed by the

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Hospital, preference shall be given to the most senior nurse within the bargaining unit. If no regularly scheduled nurse applies for the position, then the most senior of the casual part-time and per diem nurses shall receive preference before considering applications outside the bargaining unit.

4. MODIFIED UNION PROPOSAL 19:

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

5. UNION 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, the Employer will drop all outstanding proposals and the MNA Bargaining Team will recommend ratification to the nurse group.

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