



MNA NURSES RAISING STANDARDS TOGETHER



June 18, 2019

Collective Power Won

Today your bargaining team TA'd on wages: 3%, 3%, and 2.25%.
Your largest wage increase in over a decade!

While that alone would have been great, this is in addition to everything else which Methodist nurses won such as:

- Nurses will be given at least 1 hour notice before the start of an extended shift if he/she is not actually needed for the extended shift.
- Holiday pay for all holiday hours actually worked.
- A nurse working both as charge and a preceptor simultaneously will receive both differentials.
- The parties will agree to increase paid Chair time after the contract is ratified.
- Clarified the purpose of the Designated Resource Nurse ("DRN"), the circumstances under which a DRN can be pulled, and a new process for determining how the DRN can be utilized after the contract is ratified.
- A nurse may use up to 12 hours of OT per posted schedule to cover him/her for denied vacation requests—these can be used in 4 hour increments.

And of course, what is probably the best of all: a Workplace Violence win that paved the way for every other hospital in the metro to achieve and is arguably the best in the country.

These wins were in no way handed over or won by having the best argument. This was a hard-fought journey that began with nurses rejecting the wages only offer that the hospitals wanted. Next, it was a petition from nurses asking management to bargain in good faith. After that, nurses flooded the voicemails of management. Then, it was nurses showing up to bargaining and demanding that management listen to them. After that, Methodist nurses had a very successful informational picket in front of the hospital. And in the end, it was the collective power of 13,000 metro nurses that won all of this.

For more information, please go to the negotiations page of the MNA website.

All Union and Employer proposals and proposal summaries can be found here by the end of the next business day: <https://mnnurses.org/news/2019-negotiations/>

Upcoming Actions & Events:

1. Attend the all member information session.
Room and time TBD.
2. Vote to ratify the contract next Wednesday, June 26.
Room and time TBD.
3. Management has already said that "issues with the pension will need to be addressed in the next 3-6 years". So, continue to build power in your facility by joining the Communication Action Team and keep it running.