



MNA NURSES RAISING STANDARDS TOGETHER



June 18, 2019

Bargaining Summary

Your Negotiation Team recommends a “YES” vote to accept HealthEast’s latest contract proposal.

Today, the HealthEast Negotiation’s Team met with management for the 10th time. After making a lot of movement last week after over 19 hours at the table and a wage agreement reached by Children’s Hospital we expected a fairly painless session today. Although management did not agree to our initial proposal today, we were able to eventually come to an agreement that the team felt comfortable recommending to their members. The overall tentative agreement includes the following:

- Workplace Violence Prevention
- Unit Closure
- Vacation Pilot
- No more unilateral Technology Changes
- Unpaid Wedding Leave
- Scheduling Protections
- Grid Review Partnership
- Cancellation time for Casual status to match current FT, PT
- Outdated Language Cleanup
- Drop outstanding ULP on MNA staff access
- Wages retroactive to pay period closest to June 1, 2019: 3%; beginning pay period closest to June 1, 2020: 3%; beginning pay period closest to June 1, 2021: 2.25%.

We have also successfully prevented any concessions (take-aways) from the contract which Management originally proposed. The Negotiation Team did not make these gains on their own. They relied on each and every one of you who showed up at negotiations, showed up to all-member meetings, showed support to the team, and showed up by informing other members of the issues on the table.

We need you to continue to show up now and in the future. You are the union. You make it strong!

We will be voting to ratify the contract Wednesday, 6/26/19 in the cafeterias of St. John’s, St. Joseph’s, and in the 5 South Conference Room at Bethesda.

Upcoming Actions & Events:

Contract Ratification Vote:

Wednesday, June 26, 2019

St. John’s cafeteria

6:30am-8:00pm

St. Joseph’s cafeteria

6:30am-8:00pm

Bethesda 5S Conference
Room

6:30am-5:00pm

HealthEast Hospice nurses
may vote at any of the above
locations.

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/>