



MNA NURSES RAISING STANDARDS TOGETHER



CONTRACT RATIFIED!

Nurses overwhelmingly voted to accept your new contract today, June 24, 2019 that includes:

- ✓ An across the board wage increase for all MNA nurses of **3%**, effective the pay period closest to June 1, 2019; **3%** in 2020; and **2.25%** in 2021, including per diem nurses. **This is your largest wage increase in over a decade!**
- ✓ New **Workplace Violence Prevention** language, including providing nurses who are assaulted at work up to three consecutive days off with pay and guarantees all nurses annual education on safety and violence prevention
- ✓ Improved **mandatory education** language that prioritizes patient care over mandatory education and establishes a process for nurses to complete education.
- ✓ Guarantee nurses' **work agreements** are updated within 30 days of any change.
- ✓ Provide 12-hour Day/Night rotating nurses **24-hours between start time** when rotating between shifts.
- ✓ Limit the number of **consecutive shifts** to five 8-hour days unless nurses agree to more.
- ✓ **New members under your contract!** Less than 20 Cath Lab/IR nurses at Southdale organized and overwhelmingly voted to join the union last year.
- ✓ Close the loophole for **8-hour/12-hour** combination nurses when it comes to consecutive shifts.

It is important to remember that these wins were in no way handed over or won by having the best arguments at the bargaining table. They were achieved by nurses showing up, staying engaged and demanding more from management. You flooded the voicemails of management, packed the room repeatedly, showed up to dozens of weekly meetings and recruited hundreds of nurses for a successful informational picket. **It was all of this—2,500 Fairview nurses—along with 13,000 metro nurses demonstrating your collective power that won a stronger contract.**

Moving forward we need to you to continue to show up to show your power. **You are MNA!**



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/>