



Minnesota Nurses Association Proposal to Allina Health May 31, 2019

ML Union Proposal #7 Breaks

3. HOURS (ANW/PEI, United Hospital, Mercy Hospital)
2. HOURS (Unity Hospital)

- (b) Breaks: A nurse shall be entitled to, in any combination if agreed upon mutually, one (1) paid fifteen (15) minute rest break for each four (4) hours on duty.

In addition, she or he will be given one (1) thirty (30) minute duty-free meal break for each scheduled shift. This meal break will extend the scheduled shift time by one-half (1/2) hour and if a nurse does not receive this meal break she or he will be paid for the additional one-half (1/2) hour on duty time. If no duty-free meal break is included in the scheduled time for any specified shift that scheduled shift time will not be extended.

The hospital shall be responsible for providing a simple electronic method for tracking of missed meal and rest periods that is integrated with the time card system. For the event that a nurse is unable to use the electronic method for tracking of missed meal or rest breaks, the hospital shall provide a variance form for the recording of such missed breaks. Each missed rest period will be additionally compensated.

Each unit will be accountable for the development of a break plan; this will include the definition of a break, and coverage available for RNs to receive breaks.

After any unit demonstrates a pattern for three (3) months of RNs not receiving appropriate meal and rest breaks, this shall trigger a review by the Hospital Labor/Management group to review appropriate numbers of RNs assigned to the shift.

A nurse will not be required to remain on the unit, or be available for patient care during any unpaid meal or paid rest break. No nurse shall be coached, disciplined, or retaliated against for taking a meal or rest period or for recording the missing of

a meal or rest period. Unless the hospital provides additional resources to cover a nurse on their meal or rest periods, nurses will be allowed to use their professional judgement when timing their meal or rest periods in order to avoid compromising patient care or safety.

THE UNION RESERVES THE RIGHT TO AMEND, ADD, DELETE, OR WITHDRAW WITHOUT PREJUDICE ANY AND ALL PROPOSALS SUBMITTED. THE UNION ALSO RESERVES THE RIGHT TO SUBMIT FUTURE AMENDED, REVISED OR NEW PROPOSALS.