



Minnesota Nurses Association Proposal to Allina Health May 31, 2019

ML UNION PROPOSAL #2

All Sections/paragraphs not addressed in this Proposal are to remain status quo unless otherwise addressed in the Local Union Proposals.

Modify to Read:

EDUCATIONAL DEVELOPMENT:

Workshops, Courses, [Seminars](#) and Other Educational Programs

A nurse may use up to seven hundred and fifty dollars (\$750.00) per year, paid at one-hundred percent (100%) of the amount provided in this Section for workshops, courses, [seminars](#) and other types of educational programs that are:

1. part of a plan to prepare the nurse for a second clinical service. The nature of the program shall be determined by agreement between the nurse and the hospital, taking into account the hospital's needs and the nurse's interest. Nurses participating in such program shall receive reimbursement for approved courses taken thereunder upon satisfactory completion of the workshop, course, [seminar](#) or educational program. Nurses so participating shall be given preference in floating to the secondary clinical area and agree to float to such area as needed.

Participation in the program shall be voluntary and completed on the nurse's own time. The provisions of this subsection shall be applicable only to nurses regularly working at least thirty-two (32) hours per two (2) week pay period at the time of the agreement between the nurse and the hospital, or

5. clinical materials (for example, resource books, guides, tapes, videos) required by or related to workshops, courses, [seminars](#) and other educational programs (including on-line and independent study programs that provide nursing CEUs) will be covered under this benefit as approved by the unit manager.

ML UNION PROPOSAL #5

All Sections/paragraphs not addressed in this Proposal are to remain status quo unless otherwise addressed in the Local Union Proposals.

Modify to Read:

EDUCATIONAL DEVELOPMENT:

New Registered Nurse Orientation Program:

The parties agree that registered nurses who are in the first year of licensure or registered nurses with less than one (1) year of acute care experience or registered nurses who are ~~foreign born and~~ foreign educated with minimal U.S. nursing experience shall be eligible for the following orientation program:

- a. An individualized orientation program will include assessment of skills base and learning style for a minimum of eight weeks. The orientation period may be decreased by mutual agreement between the orientee, the preceptor, and the manager/designee. [The individualized orientation program shall include meetings every two weeks to discuss and identify opportunities for learning and to provide timely feedback on progress.](#)
- b. Every effort will be made to schedule the orientee with no more than three (3) preceptors. (Exceptions may need to be identified.) The orientee will follow a preceptor's schedule where possible.

ML UNION PROPOSAL #6

All Sections/paragraphs not addressed in this Proposal are to remain status quo unless otherwise addressed in the Local Union Proposals.

Modify to Read:

EDUCATIONAL DEVELOPMENT:

Preceptor Program:

The designated preceptor role shall be voluntary, posted on an individual unit, with a minimum of a two (2) year commitment. The position shall be available to nurses on a specific unit who are currently practicing as registered nurses at the bedside. The compensation for this role shall include ~~four~~ two dollars (\$2.00) per hour. [A nurse who is working in the role of both preceptor and charge nurse will be eligible for both differentials.](#)

Preceptors shall be eligible for this compensation ~~only~~ when providing orientation to an RN orientee, [student, intern or capstone](#). (excluding others such as students and interns). Paid training programs on teaching and preceptor training will be

provided prior to the role starting and on an on-going basis to the core group of preceptors on each unit. Registered nurses who may fill in for the preceptor but who are not in the dedicated role shall ~~only~~ be eligible for the compensation ~~if for all hours worked in which~~ they assume the duties of the preceptor, whether they have taken the preceptor training course or not. ~~for a specified period of time greater than one week.~~

ML UNION PROPOSAL #13

All Sections/paragraphs not addressed in this Proposal are to remain status quo unless otherwise addressed in the Local Union Proposals.

Modify to Read:

SALARY:

Preceptor Differential:

1. In accordance with Section 2 G, "Preceptor Program," a nurse who serves in the role of preceptor shall be paid two dollars (\$2.00) per hour in addition to the regular rate of pay for all designated hours as preceptor hours.
2. Registered nurses who may fill in for the preceptor but who are not in the dedicated role shall ~~only~~ be eligible for the compensation if they assume the duties of the preceptor whether they have taken the preceptor training course or not. ~~for a minimum of four days in a week (Monday – Sunday).~~