

Minnesota Nurses Association – North Memorial  
2019 Negotiations  
\_\_\_\_\_ Proposal

June 12, 2019

Time Delivered: 11:59 pm

### MNA Proposal to North Memorial

The Union offers the following package proposal to resolve all issues:

- The Union offers the following counter-offer to the Employer's counter on wages: 5%-4%-3%, effective the pay periods closest to 6/1/2019, 6/1/2020 and 6/1/2021, respectively.
- The Union modifies its proposals on all differentials to reflect an hourly \$1.00 increase.
- Employer accepts Union Proposal No. 16 (Off-Premise On-Call Pay), modified as follows:

Amend Art. 17.A. ON-CALL DUTY: Required Off-Premise On-Call Pay, to read:

A nurse shall be paid at the hourly rate of ~~six dollars and fifty cents (\$6.50)~~ one hundred ten percent (110%) of the state or federal minimum wage, whichever is higher, plus thirty cents (30¢). Such on-call time shall not be considered hours of work for the purpose of determining overtime pay.

Off-premise on-call hours shall be counted at the conclusion of each W-2 year at the rate of one-half (½) of the on-call hours paid

- Employer accepts Union Proposal No. 17 (On-Premise On-Call Rate), modified as follows:

Amend Art. 17.B. ON-CALL DUTY: Required On-Premise On-Call Pay, to read:

Nurses who are required to remain on Hospital premises during on-call duty shall be paid at the hourly rate of ~~six dollars and eighty cents (\$6.80) an hour or the federal minimum wage, whichever is greater~~ one hundred and fifty percent (150%) of the state or federal minimum wage, whichever is higher, plus thirty cents (30¢). Such on-call hours attached to a shift shall be paid at the rate of ~~ten dollars and twenty cents (\$10.20) per hour~~ one and one-half (1½) times the on-call rate.

- Employer accepts Union Proposal No. 2 (Access), as modified and delivered on 5/31/2019 at 9:07am.
- Employer accepts Union Proposal No. 23 (Weekends), as modified and delivered on 5/31/2019 at 3:29pm.
- Employer accepts Union Proposal No. 32 (Health Insurance)
- Employer accepts Union Proposal No. 33 (Duration and Renewal)
- All Tentative Agreements to date

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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. Said proposals shall not be used in an Administrative Hearing or Arbitration as evidence of interpretation or intent if the proposal is withdrawn by the Union.