

Minnesota Nurses Association – North Memorial  
2019 Negotiations  
\_\_\_\_\_ Proposal  
June 12, 2019  
Time Delivered: 4:50

### 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%-5%-3.75%, 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.

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not be used in an Administrative Hearing or Arbitration as evidence of interpretation or intent if the proposal is withdrawn by the Union.

- Union accepts Employer's counter to Union Proposal No. 4 (Breaks), as delivered on 6/12/2019 at 1:29pm, modified to delete the first and last paragraphs of added contract language.
- Union accepts Employer Proposal No. 4 (Mandatory Low Need Days), as modified in its Package Proposal delivered on 5/31/2019 at 1:44pm.
- Employer accepts Union Proposal No. 23 (Weekends), as modified and delivered on 5/31/2019 at 3:29pm.
- The Union accepts the Employer's counter to Union Proposal No. 31 (Mandatory Education), modified as follows:
  - Add language at the end of the LOU: "The terms of this LOU shall be subject to the grievance and arbitration process described in Article 40 of the parties' collective bargaining agreement."
  - Revise the 3<sup>rd</sup> bullet of the LOU to read: "For Healthstream training bundles that exceed ninety minutes estimated time of completion, a relief nurse shall be assigned to the patient care unit at appropriate times in order to facilitate completion of the bundles in a timely manner."
  - When Healthstreams are assigned on a quarterly basis, they shall not be due until the end of the quarter.
- 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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