

Minnesota Nurses Association – North Memorial
2019 Negotiations

_____ Proposal

May 31, 2019

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MNA Proposal to North Memorial

The Union offers the following package proposal:

- Employer withdraws its Proposal No. 1 (Dues Deduction)
- Employer accepts Union Proposal No. 2 (Access), modified as follows:

Amend Art. 3.A. (ASSOCIATION COMMUNICATION AND CHAIRPERSONS: Bulletin Boards, to read:

The Employer will provide multiple bulletin board spaces in locations accessible to nurses for the posting of meeting notices and related materials. Union staff and employee designees shall have access at all reasonable times to such bulletin boards and to such other nonpatient areas to be designated by the Hospital to discharge the Union staff and employee's duties as representatives of the Union.

- Union withdraws its Proposal No. 34 (Staffing Crisis Bonus)

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not be used in an Administrative Hearing or Arbitration as evidence of interpretation or intent if the proposal is withdrawn by the Union.