

Minnesota Nurses Association – North Memorial  
2019 Negotiations  
Proposal

May 10, 2019

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### **MNA Proposal to North Memorial**

The Union offers the following package proposal:

- Union agrees to Employer Proposal No. 7, modifies as follows:

Where the Hospital uses an annual defined vacation sign up period, nurses may request a maximum of eighty (80) hours two (2) calendar weeks of vacation time between May 15 and September 15. If a unit has available vacation hours during this period available after completion of a first round of the sign up process, a second round of the sign up process will occur, during which remaining vacation slots during the May 15 to September 15 period may be requested and will be granted in seniority order.

- Employer accepts Union Proposal 24, modified as follows:

Amend the relevant portion of Art. 31.C. VACATIONS: Scheduling, to read as follows with the rest of this section remaining the same, except as identified below:

Registered Nurses have the ability to use one weekend day of vacation for every week of earned vacation. The previous sentence shall not apply to nurses who only work weekends; such nurses may request vacation time on weekends subject to the normal vacation approval process.

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not be used in an Administrative Hearing or Arbitration as evidence of interpretation or intent if the proposal is withdrawn by the Union.