

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

May 31, 2019

Time Delivered:           ~ 7:15 p          

**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%-5%, 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 Nos. 16 and 17 (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. 4 (Breaks), as modified and presented on 5/31/2019 at 11:10am.
- 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.
- Employer accepts Union's Proposal No. 31 (Mandatory Education), as modified and presented on 5/7/2019 at 8:52pm
- Employer accepts Union Proposal No. 32 (Health Insurance)
- Employer accepts Union Proposal No. 33 (Duration and Renewal)
- All Tentative Agreements to date

---

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not be used in an Administrative Hearing or Arbitration as evidence of interpretation or intent if the proposal is withdrawn by the Union.