

Minnesota Nurses Association – North Memorial
2019 Negotiations

Proposal

May 31, 2019

Time Delivered: 2:29

MNA Proposal to North Memorial

The Union offers the following Package Proposal:

- Employer accepts Union Proposal 23, modified as follows:

Amend Art. 23.I. WEEKENDS: Thirty (30) Year RNs, Age 55, No Weekend Option, to read:

A nurse with thirty (30) calendar years of service at age fifty-five (55) or above will not have a weekend obligation. Non-consecutive years of service in the bargaining unit will be counted provided there was no break in service from North Memorial. The above language will apply except where this would deprive patients of needed nursing service. *A nurse who meets the above criteria but who is not relieved of her/his weekend obligation consistent with the prior sentence, will receive a \$750 bonus on the pay date closest to her/his anniversary date.*

- Union accepts Employer's Employer Proposal No. 4 (Mandatory Low Need Days), as modified in its Package Proposal delivered on May 31, 2019 at 1:44pm.

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not be used in an Administrative Hearing or Arbitration as evidence of interpretation or intent if the proposal is withdrawn by the Union.