



ESSENTIA TWIN PORTS CONTRACT NEWS



July 2, 2019

Negotiations Day 3

Management signaled that their top priority is to move all nurses hired after January 2020 to their noncontract PTO plan. We heard loud and clear from hundreds of nurses who attended our all nurse meetings that PTO is an absolute "no" for them.

The hospital's plan would save Essentia a minimum \$5 million over the next seven years and result in a benefit loss of at least \$5,000 per nurse hired after 2020 per contract cycle.

Essentia is pushing forward with its plan even though no Metro hospital proposed a PTO plan for current or future nurses in their 2019 negotiations.

All 12 Metro facilities have reached tentative agreements with no major concessions.

Essentia Health has chosen to propose the harshest concessions in the state.

It is not enough for us to say 'no' to Essentia at the bargaining table. We need your help to show management that a non-contract PTO plan whether for new hires or all nurses is not a concession we are willing to accept.

On Monday, July 8, Essentia Health and St. Luke's nurses will pack the chambers at the Duluth City Council Meeting at 6:45 p.m.

This will be our first opportunity to put public pressure on Essentia Health and St. Luke's management. We need every nurse to attend and support your bargaining team so that we can not only protect, but also grow our contract.

Our next bargaining session is scheduled for Thursday, July 11.

Your 2019 Bargaining Team