



## North Memorial Nurses Ratify Contract Agreement

Nurses voted today, July 2, 2019, to accept the new contract which includes:

- No concessions on current contract language
- The highest wage increases since 2007: 3% in 2019, 3% in 2020, 2.25% in 2021, effective the first day of the full payroll period after June 1 of each year
- Off-Premises On-Call rates raised for the first time in over a decade from \$6.50 to \$7.25
- Ensuring Hospice Home Care RNs will be protected under the contract with the joint-venture between North Memorial and Blue Cross Blue Shield
- Establishing a committee to meet annually to address health insurance issues
- New language prohibiting retaliation for missed breaks
- Improved Mandatory Education language with a focus on reducing Health Streams and providing more in-person training
- Metro-Wide agreement on groundbreaking Work Place Violence Prevention
- Increased CNI/SVSS rates

After more than a decade, significant improvements to the contract were made through your collective action. By staying engaged through membership meetings, open bargaining sessions, testimonials at the bargaining table, on-site actions, and execution of a successful informational picket, nurses have showed management their power to make these improvements for the future of the nursing profession. These improvements are only as strong as we make them. Enforcing our contract and holding management accountable when they attempt to side-step it is a must. This can only be done by staying engaged. You are MNA!