



MNA Union Proposal Highlights

Professional Distinction

Personal Dignity

Patient Advocacy

- Missed 15-minute breaks and missed 30-minute lunch breaks shall be paid at double time.
- Extra Shift Bonus – Nurse shall receive an hourly bonus for picking up additional shifts.
- Workplace violence language.
- Remove management’s ability to discontinue flexible schedule (12 hour) shift with 6 week’s notice.
- A yearly wage increase of 7 percent per year from July 1, 2019 – July 1, 2021.
- Increase in baccalaureate pay.
- Increase in straight evening differential.
- Allow nurses to receive a float differential immediately after orientation.
- Remove language that allows orientees to take a patient assignment upon mutual agreement.
- Upon retirement or voluntary resignation, a nurse shall be paid 50 percent of accumulated sick time up to 720 hours.
- When essential medically necessary care is required and there is absence of a contracted Tier 1 In-Network provider (Essentia provider), reimbursement for the claim(s) shall be at the Tier 1 level provided a Tier 2 in-network provider and/or facility is utilized.
- Reduce Plan C Tier 2 in-network out-of-pocket limit to 2,000 per person and 4,000 per family.
- Increase employer pension contributions from 5 percent of each participants gross wages to 10 percent.
- Implementation of a student loan reimbursement program.
- Increase to the max reimbursement for continuing education and approved workshops.
- Add language for the transition to Vision Northland.

Essentia Health Employer Proposal Highlights

- Eliminate Health Plan C.
- Implement Non-Contract PTO plan in lieu of vacation and sick time for all nurses hired after January 2020.
- Eliminate double-time for 12-hour nurses.
- Increase parking to \$80 for ramp parking and \$20 for surface parking.
- Extend the duration of the contract to 4 years.
- Reduce the number of months that the employer will pay dental and health insurance premiums for a nurse on medical leave from 6 months to 3 months.
- Extend the duration a nurse must remain in a position after orientation to 12 months.
- Limit the amount of continuing educational dollars that may be used toward membership fees per contract year to \$400.
- Reduce MTO notice from 2 hours to 1 hour.
- Eliminate 4-hour call back compensation for an on-call nurse completing an assignment that extends more than 90 minutes beyond the end of his or her scheduled shift.
- Reduce holiday exempt nurse’s ability to receive triple time for working the Christmas Holiday.
- Eliminate holiday schedule preference for holiday exempt nurses.

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To see the full MNA and Essentia Health proposal packages, please visit the MNA website.