



# ST. LUKE'S NURSES CONTRACT NEWS



August 15, 2019

Today's negotiations proved how crucial our August 20 informational picket is to pressure the hospitals to reach agreement on a fair contract.

Your bargaining team came to the table prepared to negotiate all night to reach an agreement with management. They walked away from the table and told us they wouldn't bargain for another three weeks.

Management refused to drop PTO, rejected our safe staffing proposals, and dismissed our student loan reimbursement proposal. They did not come ready to negotiate.

When we offered to bargain all night, management's response was to tell us not only that we were done, but to ask us not to picket—while they kept PTO on the table. This is after Essentia Health management offered to drop PTO and provide student loan reimbursements to nurses.

Our proposals have revolved around parity with Essentia Health and our MNA Metro Hospitals. **Do our patients deserve lesser quality care than Metro patients? Are we less valuable than Essentia Health nurses?**

This year alone, St. Luke's nurses have filed twice as many Concern for Safe Staffing forms as Metro hospitals twice our size.

**Do we deserve to lose \$3,200 per year in benefit time by accepting their PTO proposal?**

**THE ONLY WAY WE WILL SUCCEED IS WITH ALL NURSES ON THE INFORMATIONAL PICKET LINE. IF YOU DON'T SHOW UP, WE LOSE!**

**The informational picket is Tuesday, August 20, 12 p.m. – 2 p.m., 2 p.m. – 4 p.m., and 4 p.m. – 6 p.m.**

**Where:** St. Luke's – E 1<sup>st</sup> St between N 9<sup>th</sup> Ave E and N 11<sup>th</sup> Ave E

**Where:** Essentia - E 3<sup>rd</sup> St between N 4<sup>th</sup> Ave E and N 5<sup>th</sup> Ave E

**Sign up here:** [https://mna.formstack.com/forms/duluth\\_pickets](https://mna.formstack.com/forms/duluth_pickets)

**Wear red. Bring your kids, family, and dogs. Come out before or after your shift/during your lunch break.** (Be sure to punch out over your lunch.)

**What is an informational picket?** It's a demonstration in which workers congregate outside a place of employment or location where an event is taking place. *It is not a strike.*

**Why should I attend the informational picket?** You must make this a priority and show up to demonstrate how much you care about our issues for St. Luke's to take us seriously. Picketing will either cause St. Luke's to give us a better deal, or at the very least, get them back to the table to negotiate.

Your St. Luke's bargaining team