



ST. ALEXIUS MNA NURSES RAISING STANDARDS TOGETHER BARGAINING SUMMARY



August 28th, 2019

This week, we delivered our first of three planned sets of proposals (30 of our total 44 proposals developed from bargaining surveys) to the CHI bargaining team. We felt that negotiations got off to a strong and productive start, largely because of the support for “Raising Standards Together” throughout the hospital. Some of the most notable proposals that we presented over the last two days were:

- Workplace Violence Prevention protections
- Labor Management Committee and a Nursing Practice Council
- Temporary Unit Closure - the right to close a unit to admissions until nurses can safely catch up
- Successors and Assigns language - keeps our contract intact no matter who owns the hospital

The other proposals presented, and their full text, are located online at the link on the bottom of the page. Other important proposals, such as staffing and wages, will be discussed in future bargaining sessions.

After discussion, we reached some very substantial “tentative agreements” with management - these would go into effect once voted on by members:

- Nurses will have the right to “secondary employment”- to work at another healthcare facility
- Nurses will have the right to a “grievance process”- a way to bring issues to management and resolve them fairly
- Nurses will be guaranteed a fair process in the case of discipline including the right to progressive discipline and just cause
- Nurses will have the right to access their personnel files
- The current dress code policy will stay in effect. If management wishes to make any changes, they will have to bargain with nurses
- All nurses will be protected from discrimination
- The contract will abide by any applicable laws
- Management will provide payroll information to nurses online
- Nurses will continue to be eligible for employee benefits such as free parking, EAP, and the Employee Emergency Fund

We feel these agreements are beneficial to nurses and are hopeful that negotiations will continue productively. Other proposals still need to be discussed. Ultimately, we can only be powerful when we all stand together. Our next bargaining sessions will be September 17th and 18th.

In union solidarity,
Your MNA St. Alexius Negotiations Team

Union proposals, bargaining updates, and tentative agreements can be found here:
<https://mnnurses.org/news/2019-negotiations/st-alexius-documents/>

Bargaining 101: Definitions

Proposal: Each side drafts “proposals,” contract language that they would like to see, and “counterproposals” responses to proposals.

Tentative agreement (TA): this term can be used in 2 ways: (1) your bargaining team will make “TAs” at the bargaining table when management and the nurse team both agree to language on a subject and (2) when all subjects have been discussed between negotiating teams, your team will bring an overall “TA” for all members to vote whether to accept.

Communication Action Team: It would not be possible to bargain a strong contract without support from all nurses. If you can get involved as a representative from your unit, please email Chris.Bublitz@mnnurses.org.



Index of Initial Union Proposals, exchanged August 27th, 2019

Bolded Proposals will be exchanged at a future date.

We have reached tentative agreements (different from initial proposals) on articles listed in red.
The full text of all other proposals is available at the website listed below.

ARTICLE 1. RECOGNITION OF THE UNIT

ARTICLE 2. DEFINITIONS

ARTICLE 3. PARTICIPATION IN PROFESSIONAL
ASSOCIATION

ARTICLE 4. WORK AGREEMENTS

ARTICLE 5. HOURS

ARTICLE 6 SCHEDULES AND POSTING

ARTICLE 7. SALARY

ARTICLE 8. EDUCATION

ARTICLE 9. DRESS CODE

ARTICLE 10. SECONDARY EMPLOYMENT

ARTICLE 11. INFLUENZA IMMUNIZATION

**ARTICLE 12. NURSING ADVANCEMENT
PROGAM**

ARTICLE 13. ORIENTATION PERIOD

ARTICLE 14. PRECEPTORSHIP

ARTICLE 15. STAFFING AND SCHEDULING

ARTICLE 16. ON-CALL

ARTICLE 17. FLOATING

ARTICLE 18. LOW CENSUS DAYS

ARTICLE 19. TEMPORARY UNIT CLOSURE

ARTICLE 20. PART-TIME NURSES

ARTICLE 21. TEMPORARY NURSES

ARTICLE 22. SENIORITY

ARTICLE 23. CHANGE IN STATUS

ARTICLE 24. HOLIDAYS

ARTICLE 25. PAID TIME OFF

ARTICLE 26. LEAVES OF ABSENCE

ARTICLE 27. VOLUNTARY LEAVE OF ABSENCE
BEFORE LAYOFF AND
INVOLUNTARY LAYOFF

ARTICLE 28. RESIGNATION AND RETIREMENT

ARTICLE 29. INSURANCE

ARTICLE 30 SAFETY AND HEALTH

ARTICLE 31. ADDITIONAL EMPLOYEE BENEFIT
PROGRAMS

ARTICLE 32. DISCIPLINE AND TERMINATION

ARTICLE 33. GRIEVANCE PROCEDURE

ARTICLE 34. PERSONNEL FILES

ARTICLE 35. SEVERE WEATHER CONDITIONS

ARTICLE 36. AVAILABILITY OF PAYROLL
INFORMATION

ARTICLE 37. BULLETIN BOARDS

ARTICLE 38. AMBULANCE COVERAGE

ARTICLE 39. LABOR MANAGEMENT

COMMITTEE PRINCIPLES AND
ACTIVITIES

ARTICLE 40. ASSOCIATION ACTIVITIES

ARTICLE 41. NEGOTIATING TEAM PAYMENT

ARTICLE 42. HOSPITAL ACCESS

ARTICLE 43. SUCCESSORS OR ASSIGNS

ARTICLE 44. DURATION AND RENEWAL

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