



ST. LUKE'S NURSES CONTRACT NEWS



September 6, 2019

Management wants to divide our nurses

Thanks to our historic informational picket, management made movement on PTO and Student Loan Reimbursement today. **It was not enough.** Management modified their PTO concession so that it would only apply to new hires. This is unacceptable to your bargaining team for the following reasons:

1. How will we recruit new nurses to address our staffing crisis, when three blocks down the road no Essentia Health RNs have PTO?
2. This will divide our union. Why do current St. Luke's RNs deserve a significantly more generous benefit package than future hires?
3. If accepted, your team knows it will force us to transition to PTO at the next contract negotiations. How can we protect our contract from PTO in the future when many of our RNs will have this significantly less generous benefit?

We must be clear: every nurse should oppose this proposal.

Management's student loan reimbursement proposal is considerably less fair than what Essentia offered their RNs. Whereas Essentia's Student Loan Reimbursement program will pay nurses \$1200/year for ADN and \$1800/year for BSNs, St. Luke's will pay nurses \$800/year for an ADN and \$1,100/year for a BSN. What's more, St. Luke's will only offer this benefit to RNs hired at .8 FTE or higher. **Do St. Luke's RNs deserve significantly less than Essentia RNs?**

Management continues to push a high census bonus that is completely ineffective in providing safe staffing on every shift. Our proposal would ensure that short notice pay will be offered any time a unit is not staffed safely. **Shouldn't the hospital take every effort to make sure patients have enough patient care?**

And the final insult: management's wage offer of 2.75/2.75/2, is far below Essentia and Metro wages. How can St. Luke's expect to recruit nurses without a package as good as Essentia's?

Your Bargaining Team needs your help.

Our last scheduled day of negotiations is **Monday, September 9**. We need every nurse to attend, starting at **10:30** in the **Erie Ballroom at the Holiday Inn downtown**. Please share this information with every nurse on your unit.

Most importantly, fill out your survey if you haven't already! We need your input to know how hard we can push at the table. Don't let your negotiating team bargain blind!

Survey: <https://www.surveymonkey.com/r/5WPLM2V>