

5/28/19  
0916



ST. LUKE'S HOSPITAL, DULUTH, MINNESOTA  
-and-  
MINNESOTA NURSES ASSOCIATION

**SUMMARY OF TENTATIVE AGREEMENTS**

May 15, 2019 and May 21, 2019

**8. ARTICLE 10 – HEALTH PROGRAM**

Modify Article 10, Section 10.2, as follows:

10.2 Mantoux Screening. A Mantoux test will be done annually by the Hospital when indicated by Occupational Health. If it is known that the nurse has a positive Mantoux, or if the Mantoux test is positive, additional follow up will be in accordance with CDC Guidelines and Occupational MedicineHealth protocol as established by the Occupational Medicine-M.D.-Health physician. The cost of any laboratory tests required in this connection or in connection with a physical examination paid for by the Hospital shall be paid by the Hospital. At the expense of the Hospital, and as directed by the Occupational Medicine-M.D.-Health physician or mid-level practitioner of Hospital, a nurse may be required to take a physical exam for the purpose of determining fitness for duty or to evaluate work accommodation requests.

*T/A 11:10 a.m. 5/21/19*

**Employer Counter to Union 26.**

Modify Article 13, Section 13.1, as follows:

13.1 A four (4) week time schedule for the nurses shall be prepared by the Hospital. This schedule shall be posted seventeen (17) days before the schedule is effective. By mutual agreement between the Hospital and the Union, individual units may agree to schedules in excess of four (4) weeks.

*T/A 10:36 a.m. 5/21/19*

**Employer Counter to Union 42.**

Modify Article 6, Section 6.1, as follows:

- 6.1 Part-time nurses shall be paid at the hourly rate specified in Charts A and B ~~above~~. They shall enjoy the same prorated evening and night shift payment as those set forth in the Agreement covering full-time nurses.

*T/A 10:48 a.m. on 5/21/19*

**Union 34.**

Modify Article 27, Section 27.3, first paragraph, as follows:

- 27.3 For all purposes of this contract, seniority shall be computed on the basis of credited hours in the bargaining unit since the most recent date of employment at the Hospital. ~~For purposes of computing seniority, the MNA Head Steward shall be considered the most senior nurse in the bargaining unit while serving in this capacity.~~

*T/A 5/15/19*

**Union 41.**

Modify Article 4, Section 4.6, as follows:

- 4.6 ~~Effective the first pay period after execution of the 2007-2010 Collective Bargaining Agreement by the parties, a A~~ nurse who has received (1) a BAN/BSN or (2) other R.N. degree plus a bachelor's degree in a related health care field shall be paid an additional fifty cents (\$0.50) per hour differential. To receive such differential the nurse must first furnish the Human Resources Department written proof of such degree.

*T/A 5/15/19*

**Union 43.**

Modify Article 6, Section 6.3, as follows:

- 6.3 ~~A part-time nurse who averages forty-eight (48) or more credited hours per two (2) week payroll period shall be eligible for one (1) personal holiday each year. Effective May 1, 2008 a~~ part-time nurse who averages forty-eight (48) or more credited hours per two (2) week payroll period shall be eligible for two (2) personal holidays each year.

*T/A 5/15/19*


**Union 45.**

Modify Article 8, Section 8.2, as follows:


8.2 Full-time staff development facilitators in the first year of employment shall accrue two (2) calendar weeks of vacation with pay per vacation period as defined in Section 8.3. Full-time staff development facilitators in the second and third years of employment shall accrue three (3) calendar weeks of vacation with pay per vacation period; full-time staff development facilitators in the fourth year of employment and beyond shall accrue four (4) calendar weeks of vacation with pay per vacation period.

**T/A 5/15/19**

**St. Luke's Hospital**

  
By: Marla Halvorson Date: 5/28/19

**Minnesota Nurses Association**

  
By: Adam Kemp Date: 5-28-19