



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

SUMMARY OF TENTATIVE AGREEMENTS

June 11, 2019

1. **ARTICLE 3 – HOURS**

Modify Article 3, Section 3.3, as follows:

- 3.3 A nurse will not be scheduled to work more than alternate weekends (Saturday and Sunday), except if such schedule would have the effect of depriving patients of needed nursing service. Full-time and regularly scheduled part-time nurses working more weekend shifts than scheduled shall receive a one hundred dollar (\$100.00) per shift bonus for each eight (8) hour shift. The one hundred dollar (\$100.00) bonus shall be prorated for less than eight (8) hour shifts. The Hospital may not require a nurse to work a different schedule than she/he is scheduled on the nurse's scheduled weekend to work. If a nurse voluntarily agrees to work a **different** shift than scheduled, the weekend bonus provisions of this Section 3.3 do not apply and the nurse is not entitled to a weekend bonus for working the **different** shift. However, if a nurse agrees to work more shifts or hours than scheduled, the weekend bonus would apply to the extra weekend shift or hours worked unless such extra shift is at the request of the nurse. The provision of this section shall apply to shifts worked between 3:00 p.m. Friday and 11:00 p.m. Sunday. This premium pay shall not apply if the working of the extra weekend shift or shifts is at that request of the nurse.

T/A 3:08 p.m. 6/11/19

11. **ARTICLE 29 – RELOCATION OF FUNCTION**

Delete Article 29 and renumber subsequent articles.

T/A 3:20 p.m. 6/11/19

Employer Counter to Union 3.

Modify Article 3, Section 3.6, as follows:

Nurses shall have at least twelve (12) hours off between assigned shifts. Nurses shall not be involuntarily scheduled more than seven (7) consecutive days of work. Nurses shall be assigned either day/evening, ~~or day/night, or evening/night~~ schedules except those hired to work a regular day (only on units that have a day shift), evening, or night shift. Day shift positions may be created when required to meet patient care needs or when the addition of the straight day rotation does not negatively impact rotating staff. For shift rotation purposes only, the classification of a shift as day, evening or night shall be determined based upon when the majority of scheduled hours occur. It is recognized that the usual shift hours are as follows:

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T/A 1:40 p.m. 6/11/19

Employer Counter to Union 15.

Modify Article 6, Section 6.13, as follows:

Intermittent Casual Status ("Snowbird"): "Snowbird" status is an
intermittent casual status that exists to provide a category of casual nurse
who may be unavailable for extended periods of time, for example,
"Snowbirds" who are able to provide coverage during vacation in summer
months but unavailable in winter months. ~~In order to expand the pool of~~
~~nurses available for vacation relief and to allow nurses to maintain the~~
~~above casual status other than as described above, the posting process~~
~~described in Article 20. PROMOTION, does not apply.~~ Interested nurses
must submit a written request to the nurse manager, which may or may
not be granted in the manager's discretion. ~~The Employer agrees to~~
~~educate retiring nurses who meet the eligibility requirements regarding the~~
~~availability of this position.~~

Eligibility

- A. Fully oriented and competent. Five (5) calendar years of service
within the bargaining unit.
- B. A satisfactory work record.
- C. Maintains clinical and organizational competencies.
- D. In order to be eligible to resume working status, all required
certifications must be current.

Annual Work Obligation

- A. Intermittent casual nurses must be available to work a minimum of
5 consecutive calendar months in a 12-month period.

B. During the 5-month period, the nurse must work a minimum of 208 hours, if such hours are available.

C. Must be available from May 1 through September 30 and work a minimum of two hundred (200) hours. These hours include sixty-four (64) hours from Friday at 1500 until 0700 Monday ~~enfor~~ units that are open during weekends. ~~Once your minimum work obligation of two hundred (200) hours is completed, your obligation has been fulfilled, even if this occurs before September 30.~~

D. If the nurse is not holiday exempt, she/he will be obligated to work every other July 4th or Christmas, if needed (and if included in the 5-month block of availability). Holiday hours worked will be compensated as any other casual nurse, per Article 12, Holidays.

~~C. E.~~ During the months that the nurse works, he/she shall follow the same scheduling process as other casual nurses. Must use the designated process for available shifts.

~~D. F.~~ During non-working months, the nurse will be placed on an unpaid personal leave of absence, provided that all eligibility requirements are maintained.

These changes will be implemented as a pilot program. The Staffing and Scheduling Committee will monitor the impact of these changes over the 12-month period following ratification of the 2019-_____ Agreement and evaluate the pilot program at the end of that period.

T/A 1:42 p.m. 6/11/19

Employer Counter to Union 29.

Modify Article 16, Section 16.2, as follows:

16.2 Education Development/Workshop. In the discretion of the Hospital, and ~~W~~with prior approval by the Department Director or Unit Manager, a full-time nurse or part-time nurse with a confirmed work agreement of .5 F.T.E. or above may use up to seven hundred and no/100th dollars (\$700.00) per year of the amount provided in Section 16.1 above for:

a) National certification including courses and the cost of the examination and recertification;

b) Programs, courses and workshops, including reference and learning materials, that enhance the nurse's clinical practice and/or skills;

c) Health care related programs for professional development.


d) Reimbursement for up to fifty percent (50%) of the travel expenses (excluding food and drink) actually incurred by an eligible nurse attending an approved educational workshop, course or program. To obtain reimbursement for above approved expenses, the nurse must complete a Travel Expense Report and submit appropriate receipts for all expenditures.

e) Professional memberships related to the nurse's position.


The remainder of the proposal is rejected.

T/A 1:42 p.m. 6/11/19

St. Luke's Hospital


By: Mark Helgeson Date: 6/18/19

Minnesota Nurses Association


By: Adam Kamp Date: 6-18-19