



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

SUMMARY OF TENTATIVE AGREEMENTS

June 27, 2019

Employer Counter to Union 6.

Block Schedules

Individual units may request a system of block scheduling. In order to request a block schedule, the Unit Council will submit a request to the Staffing and Scheduling Committee. The Staffing and Scheduling Committee will adopt mutually agreed upon Block Schedule Guidelines that will govern the process.

T/A 3:42 p.m. 6/27/19

Employer Counter to Union 32.

Modify Article 21, Section 21.5, Step II, as follows:

- 21.5 STEP II. If the grievance is not satisfactorily resolved in Step I, it shall be reduced to writing and the nurse shall submit the grievance with or without a representative of the Association to the Vice-President of Patient Operations or designated representative, and the Hospital's Human Resources Department. The written grievance must be submitted to the Hospital within fifteen (15) calendar days after the date of occurrence. However, if no Association representative was present at the delivery of the disciplinary action, a grievance relating to a written warning, suspension, or termination shall be timely if received by the Hospital within fifteen (15) calendar days of when notice was sent to the Association or thirty (30) calendar days from the date of the occurrence, whichever is later. A grievance relating to pay shall be timely if received by the Hospital within fifteen (15) calendar days after the pay day for the period during which the grievance occurred. Within fifteen (15) calendar days after submission of the written grievance to the Hospital, a meeting to consider the grievance shall be held among representatives of the Hospital, the Association, if required, and the nurse. Within fifteen (15) calendar days following the Step II meeting, the Hospital shall submit a written reply to the grievance to the Association and the nurse.

T/A 3:43 p.m. 6/27/19

Employer Counter to Union 48.

Modify Article 10, Section 10.7, as follows:

- 10.7 Workplace Violence. The Hospital and the Association recognize the effects that incidents of violence have on patients, visitors and staff. The Hospital is committed to providing a safe, healthy and secure environment for patients, visitors, and staff. In order to ensure the professional longevity and ~~continued~~ health of staff, ~~who work in areas where violent events may occur,~~ the Hospital and the Association are committed to working together to prevent and respond to incidents of violence.

The Hospital will provide education on and reinforce its commitment to the ~~Hospital's~~ Workplace Violence Prevention Policy (Administration W-1) and Violent Threat (Duress) Policy (Emergency Plan: 9) ~~and will communicate its expectations to staff, patients and visitors.~~

The Hospital will evaluate ~~and~~ appropriate use of technology, visual cues and other reasonable means for alerting staff that a patient, patient's family member or visitor has a history of violence on the Hospital campus.

Hospital ~~s~~Security will be ~~alerted and~~ engaged and alerted as appropriate to support and promote a safe work environment.

Nurses are encouraged to report all incidents of workplace violence. Following any incident of workplace violence, the nurse should initiate the Disruptive Person Protocol for immediate support (if needed). If the nurse needs immediate medical attention, he/she should seek medical care through the Emergency Department or Occupational Health. When it is safe to do so, the nurse should report the incident to Hospital Management. The nurse, Management, and Security will coordinate completion of an Incident Report and implementation of any post-incident protocols. If the nurse has sustained a physical or emotional injury, he/she must also complete an Accident Report. and to contact the Employee Occupational Health Department following any incident of workplace violence. Employee Occupational Health will contact the nurse's leader to coordinate the implementation of post incident protocols. Employee Occupational Health The Human Resources Department will facilitate support and resources for the affected

employee(s) such as ~~the~~ Employee Health Clinic Occupational Health, ~~the~~ Employee Assistance Program, or other and stress management resources.

A nurse who has been assaulted at work and who is unable to continue working must report to nursing leadership to arrange appropriate patient handoff and must complete an Accident Report. ~~Such employee experienced workplace violence~~ will be given the opportunity to be free from duty without loss of pay or use of benefit time for the remainder of that shift. If additional time away-off is needed, ~~the Employee Occupational Health Department Human Resources~~ will explore options with the nurse via programs and resources and offerings ~~available~~ such as ~~paid administrative~~ leave and assistance with the Workers' Compensation process.

Upon receipt of verifiable medical certification confirming ~~physical or emotional injury necessitating the need for~~ additional time off beyond the day of the reported incident, the Hospital ~~may~~ agrees to grant the nurse up to three (3) consecutive calendar days off without loss of pay or use of benefit time immediately following the date of the incident, ~~in the form of paid administrative leave.~~ ~~Furthermore, the incident of workplace violence must be reported by the nurse in order to be eligible for any paid administrative leave.~~ ~~However, if a report is made more than three days after the event (but in no event later than ten days) administrative leave may be provided retroactively.~~

A nurse who has experienced violence that was committed by a patient, that patient's family, or that patient's visitor shall not be required to assume the assignment of that patient on a future date without the consent of the nurse or in the case of emergency, unless the nurse's care is vital to ensuring the patient's need for care is met.

Following the report of a violent event a documented debrief will take place as appropriate that includes staff involved and other members of a typical debrief team or their designee(s). The intent of the debrief is to create a safe space for staff to discuss the event. The debrief will be scheduled to occur as soon as reasonably possible (and reasonable effort will be made to have this debrief in 72 hours) after report of the event has been received.

Reported incidents of violence will be reviewed monthly in 2019 and regularly thereafter by the Labor Management Violence Prevention Committee or its delegate. ~~The Labor Management Committee will review trends and through mutual agreement make~~

recommendations for change. Information, including trends and action plans, will be made available to the Labor Management Committee. Mutually agreed upon recommendations from the Labor Management Committee will be provided to the Violence Prevention Committee.

T/A 4:35 p.m. 6/27/19

St. Luke's Hospital



By: Mark Alvarson Date: 7/16/19

Minnesota Nurses Association



By: Adam Kamp Date: _____