



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

SUMMARY OF TENTATIVE AGREEMENTS

July 29, 2019

Employer Counter to Union 2.

Modify Article 3, Section 3.3 as follows:

3.3

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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. To be eligible for a weekend bonus, a nurse must agree to work a minimum increment of four (4) hours. The one hundred dollar (\$100.00) bonus shall be prorated for ~~less than eight (8) hour shifts~~shifts of a length other than eight (8) hours. 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.

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T/A 10:20 a.m. 7/29/19

Employer Counter to Union 39.

A nurse shall be entitled to, in any combination if agreed upon mutually, one (1) paid fifteen (15) minute rest break for each four (4) hours on duty.

A nurse will also be given one (1) thirty (30) minute duty-free meal break for each scheduled shift of six (6) or more hours. This meal break will extend the scheduled shift time by one-half (1/2) hour and if a nurse does not receive this meal break she or he will be paid for the additional one-half (1/2) hour on duty time.

The Hospital will be responsible for providing a simple electronic method for tracking missed meal breaks that is integrated with the time card system. In the event that a nurse is unable to use the electronic method for tracking missed meal breaks, the Hospital will provide a variance form for the recording of such missed breaks.


Each unit will be accountable for the development and implementation of a break plan.

If any unit demonstrates a pattern for six (6) months of nurses not receiving meal breaks, this will trigger a review by the Staffing and Scheduling Committee.


A nurse will not be required to remain on the unit, or be required to provide patient care, during any unpaid meal break. Should any unpaid meal break be interrupted, a nurse may restart her or his meal break or indicate no meal taken on her or his time card. No nurse shall be retaliated against for taking a meal or rest break or for recording the missing of a meal break.

T/A 4:08 p.m. 7/29/19

St. Luke's Hospital


By: Marla Malvorson Date: 8/15/19

Minnesota Nurses Association


By: Adam Kemp Date: 8-9-19