



ST. ALEXIUS MNA NURSES RAISING STANDARDS TOGETHER BARGAINING SUMMARY



October 9th, 2019

We are Powerful when we Speak Up

Negotiations continued this week at CHI St. Alexius. We were excited to come to a few more agreements however we are reaching some sticking points around serious issues. We know what nurses can do when we use our voices- we will need your help.

After seeing management's insufficient response to your team's comprehensive Workplace Violence Prevention proposal, nurses stepped up. Nurses throughout the hospital have been sharing their personal stories about workplace violence, and some members attended the bargaining session on October 8 to share powerful testimony. These testimonies and the organizing nurses have been doing in the hospital on workplace violence showed the Employer how critical this issue is and why St. Alexius needs to be a leader in ensuring hospitals are a safe place for healing. On Tuesday we received a counterproposal on workplace violence prevention that was better- but nowhere near strong enough.

Nurses' involvement has brought the employer closer to doing the right thing on workplace violence, but we know we will have to continue to fight and apply pressure to get what nurses and patients deserve.

The progress we've made (TAs) is listed on the side. Please mark your calendars for our next bargaining dates: November 11th and 12th.

In union solidarity,
Your MNA St. Alexius
Negotiations Team



Tentative Agreements	
Preceptorship:	Lays out a fair process for performing the preceptor role. Protections include: preceptors must have at least one year of nursing experience; the role will be voluntary except in emergencies; compensation will be \$2.50 per hour when precepting orientees, students or interns; and preceptors will be offered a paid module before taking the role.
Schedules:	will be posted at minimum 17 days in advance (covering 42 days) and not changed without a nurse's consent. Requests off will need to be submitted 35 days in advance (28 days for units who self-schedule).
Job Postings:	Open positions will be posted internally for seven days, with seniority being privileged where skills and experience are equivalent
Bereavement:	Expands list of covered family members and increases paid time off to five days for close family
Access:	We will have the right to access union representatives at the hospital
Recognition:	The employer recognizes our union and protects the role of part time Management Reps
Participation:	The employer agrees to provide one hour of Union orientation time for new nurses

Union proposals, bargaining updates, and tentative agreements are online:

<https://mnnurses.org/news/2019-negotiations/st-alexius-documents/>