



RAISING STANDARDS  
**TOGETHER**

# MANKATO

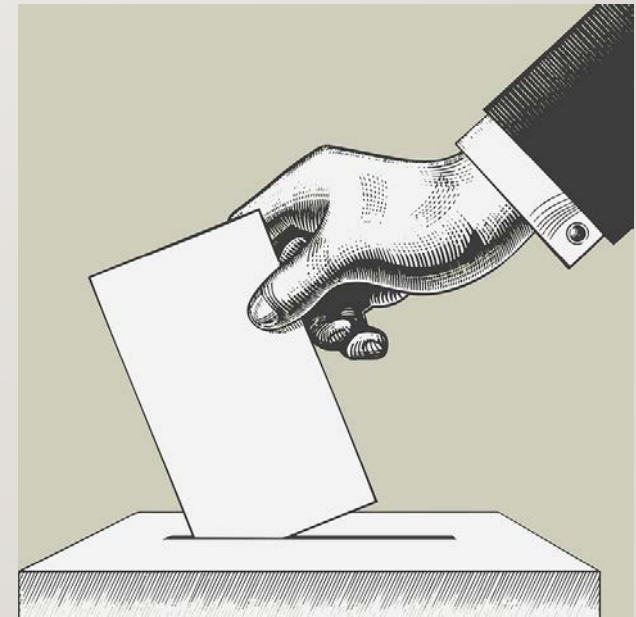
2019 BARGAINING



# WASECA

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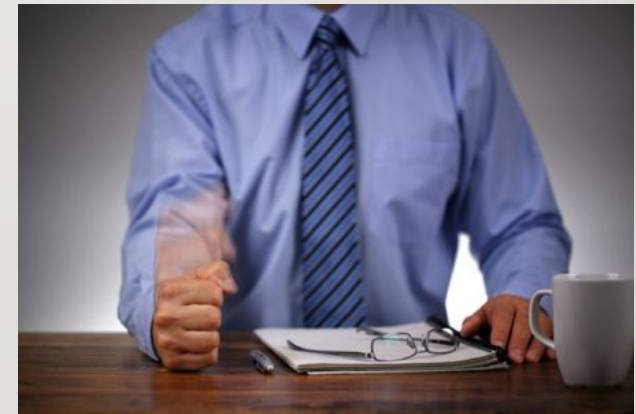
- Mayo has been running an anti-union campaign throughout their system
- NLRB notified the MNA office of a petition to decertify Waseca nurses: they are holding a vote to decide whether to stay within the union
- Mayo's anti-union strategy is to
  - Target multiple facilities
  - Look for weaknesses
  - Make falsehoods or promises
  - Frustrate the negotiation process



# WHY DO YOU THINK MAYO DOESN'T WANT UNIONS IN THEIR HOSPITALS?

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- Make decisions the way they want to
  - Example: Springfield vs. Fairmont
  - Springfield was easy for Mayo to close because they were non-contract
  - When they tried to cut services and jobs at Fairmont, Mayo had to follow the contractual process and offer work to nurses being laid off, etc.
  - What do you think you would lose if Mayo Mankato became non-union?



# NRLB RULING (OR LACK OF)

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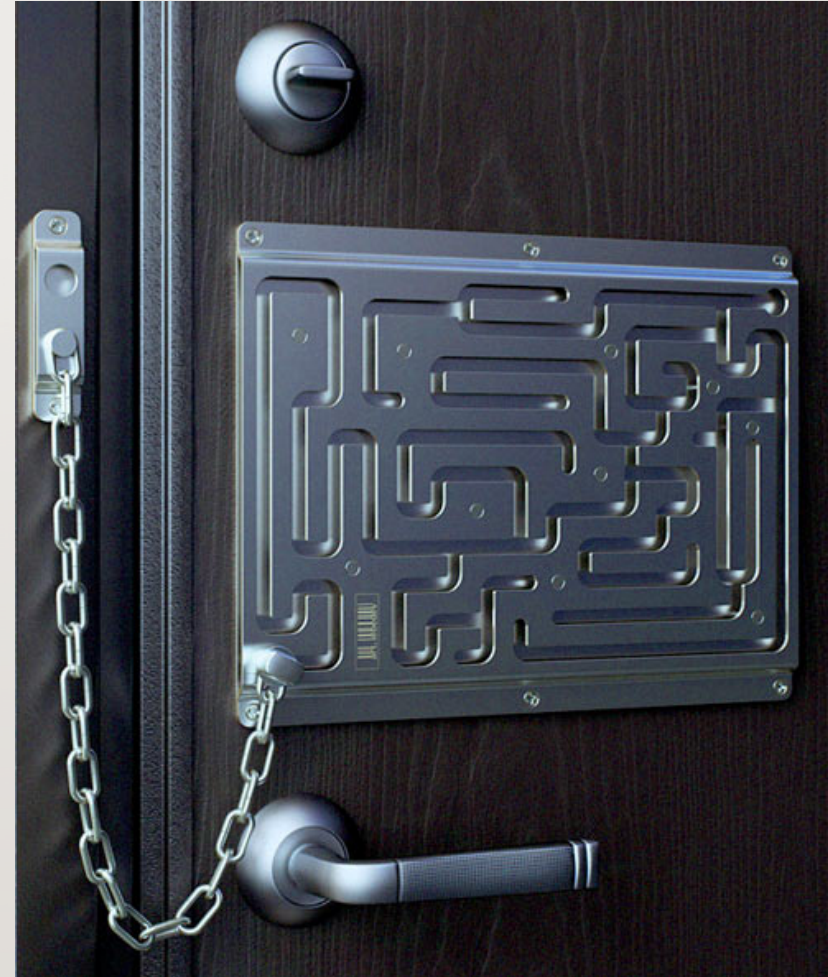


- No ruling for or against
- Our response to Mayo on open bargaining definition was too broad, we sent clarification
- If Mayo continues to refuse to bargain, we will have to file a new charge that is more focused and narrowed
- Neither Mayo nor your bargaining team's position has changed

# OLD WAYS WON'T OPEN NEW DOORS

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- Questions to consider:
  - Do you want closed-door bargaining?
  - Are you willing to put pressure on Mayo to move them to bargaining seriously with you and your co-workers?
    - Strike education and potential vote
    - Break action



# NEXT BARGAINING DATES

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- January 22<sup>nd</sup> and January 27<sup>th</sup>
- Do you think it's important to have a strong showing?
  - Why?
  - Are you coming?
  - Who are you bringing?



# BREAK ACTION

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- Your contract provides two 15-minute paid breaks and one unpaid 30-minute lunch break.
- Do you get a break?
  - How often?
  - Is it interrupted?
  - Contract provides you breaks
- Do you think if nurses demonstrate to Mayo how often you aren't getting breaks they will realize they're staffing the hospital inadequately?



# BREAK ACTION CONTINUED

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- How you and your co-workers will demonstrate to Mayo that breaks are an issue
  - Your team is asking everyone to commit to taking their breaks duty free as part of a coordinated action
    - This means not forgoing breaks for routine duties (such as admission pending or medications due, etc.)
    - Nurses will need to advocate for each other
      - Remember, if staffed appropriately this would not be an issue
      - Nurses deserve breaks and patients deserve care to be delivered by alert and satiated nurses
    - Utilizing chain of command if no nurse available to take patients- all the way up the chain if needed!
    - In unpredictable, urgent situations (codes, disaster, etc.) nurses who are unable to take their break will clock out “no break.”
    - Unsafe Staffing forms filed *every time* patient care is affected because there was not adequate staff to cover breaks.
  - We need a super-majority of nurses participating to show management just how many nurses are typically forgoing breaks because the hospital isn't staffed appropriately



# OTHER ACTIONS:

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- Mayo Clinic Health System CEO, Bobby Gastout is speaking at Minneapolis/St Paul Business Journal event “Future of Healthcare”
  - Speaking along with other healthcare CEOs including MHealth Fairview, James Hereford
  - Intercontinental Hotel in St. Paul
  - Thursday, January 23<sup>rd</sup> 8:00am-10:00am
  - Coalition Rally starting at 7:30am
- Where else will Mayo be?
  - What events will leaders be at?
  - Should nurses be there?



# NEXT STEPS

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- Who can commit to helping with the break action?
- Who here can help with recruiting co-workers to open bargaining?
- Notify team of any upcoming events

