



MNA NURSES RAISING STANDARDS TOGETHER



January 22, 2020

Bargaining Update

Today marks the sixth session of bargaining between Mankato MNA nurses and Mayo management. We started the day today with some progress. After much back and forth about the definition and legality of open bargaining, management did finally agree to bargain with members in the room with a request that they receive a list of attendees. While Management has continued to be focused on how many nurses are in the room, it was quite apparent that several members (particularly all nurse managers) were missing from their team. Nurses continue to insist that a transparent process is the best process and negotiations can and will be fruitful with nurses being allowed to observe and participate.

Mayo's lawyer, Paul Zech, and Labor Relations Specialist, Mandy Hansen answered some questions that have been outstanding since November and we were able to move forward on a tentative agreement on posting of schedules, which includes that Mayo will not change a nurse's final posted schedule without his/her consent. We also had further discussion with a workplace violence prevention counter proposal as the nurses felt management's previous proposal (which they have described as expansive) was lacking true substance. When questioned about Mayo St. Mary's recent announcement to have Police stationed in their emergency department, Mayo reps denied any knowledge of this deal despite nearly every nurse in the room having seen the news article. Unfortunately, no tentative agreement was reached on workplace violence as Mayo continues to insist that nurses who are assaulted will not be able to refuse care to the patient who assaulted them, nurses are not entitled to take time off with pay after an assault and that the assaulted nurse would need to provide proof of the assault before the hospital will even offer counseling services.

We also discussed changes to previous proposals on Unit Based Scheduling and PTO to get closer to tentative agreements that can be signed. However, at the end of the day, with no decision-makers in the room, it was difficult to come to any conclusion. Mayo's two representatives brought the proposals back to their team with no indication of whether the proposals would likely be agreeable or not. With many questions still unanswered we will be meeting again on Monday, January 27th.

Will you be joining the team on January 27th? Sign up with the Negotiation Team or a CAT member on your unit!

Information from last week's all member meetings can be viewed here: <https://mnnurses.org/news/2020-negotiations/mayo-mankato/>

How Can You Stay Involved?

1. Read your email updates and talk with your co-workers.
2. Attend All Member meetings.
3. Build power in your facility by joining the Communication Action Team.
4. Wear RED on bargaining days to show support to the Negotiations Team.

Upcoming Sessions:

01/27/2020 ~8am-5pm

Country Inn and Suites