



ST. ALEXIUS MNA NURSES RAISING STANDARDS TOGETHER BARGAINING SUMMARY



January 23rd, 2020

Big Win: The Right to Make Our Voices Heard

We returned to the negotiating table this week at St. Alexius. Your negotiating team is excited to report that we have reached what we believe is a significant agreement on Labor Management Committee (LMC). Through Labor Management Committee, nurses will now have a guaranteed venue to raise concerns and resolve issues with management including practice, staffing, workplace violence prevention and Human Resource matters. That's major. We also reached an agreement around travel nurses, requiring that management give bargaining unit nurses the opportunity to pick up positions or hours before posting travel positions.

While that's a big win, we wish there was more to report. We formed a union 11 months ago to make positive changes at St. Alexius. Protections are long overdue but we know nurses won't settle for something less than what we deserve. We have made 33 agreements with management! But there are still 22 important articles on the table. That's why it's time for nurses to show up and get a fair deal done.

We Can't Wait for a Fair Contract -- Patients Can't Wait for Safe Staffing

We are eagerly awaiting the employer's response to our economic proposals given to them during December's bargaining sessions, but the employer has indicated the *real* decision-makers are in Omaha. They said they will take it to corporate for a response which we can expect...by March. A fair contract, with protections for patients and nurses can't wait.

This week we presented a comprehensive staffing proposal including safe patient ratios and the right to refuse an unsafe assignment among other things. We hope that the employer will take it seriously. Floating protections are a safety issue. Grids are a safety issue. This is a real opportunity to improve patient care. Contact a negotiating team member or check online for the full proposal.

In the meantime, it is up to all of us to get organized so we can reach a fair deal. The next bargaining session is February 4th and we are hoping we can reach an agreement on strong staffing protections. We have been reviewing Concern for Safe Staffing forms- since the form went live 30 days ago **more than 45 unsafe shifts have been recorded** and we know that not all unsafe shifts have been captured. If you've had an unsafe shift, be sure to complete a form at unsafeshift.org so we can bring data about staffing concerns to the bargaining table.

In solidarity,

In union solidarity,
Your MNA St. Alexius
Negotiations Team



Union proposals, bargaining updates, and tentative agreements are online:
<https://mnnurses.org/news/2019-negotiations/st-alexius-documents/>