



MNA NURSES RAISING STANDARDS TOGETHER



January 27, 2020

Bargaining Update: The Tone has Changed

Today marks the seventh session of bargaining between Mankato MNA nurses and Mayo management. The day started with your team answering and asking questions regarding your Workplace Violence (WPV) proposal.

Mayo continues to move slowly regarding WPV even though hospitals throughout the state this year have all agreed to WPV proposals, setting a new and accepted state-wide standard.

Your team knows bargaining is about more than just WPV, so they encouraged discussions over PTO and voiced to Mayo how the system is broken. However, there is an opportunity to make it better by ensuring the highest number of nurses get to use PTO per day. The current PTO formula is outdated for the number of nurses who now work at Mayo Mankato.

Mayo discussed their issues with Unit Based Scheduling (UBS). Mayo thinks that nurses will be able to enter their schedules but from there, want all changes to be done by the schedulers. This deletes the role of the balancer and super-balancer. Nurses are struggling with understanding how removing the nurse from owning their schedule will allow nurses to benefit from these changes. It requires nurses to put even more trust in staffing and a hospital system that hasn't always delivered in the nurse's favor. Management's proposal returns to an old process with multiple concerns brought forward by the nurse group at the last negotiations.

Mayo seemed to be somewhat responsive and engaged, but actions speak louder than words. Nurses and your team are showing up ready to bargain seriously and achieve agreements. While it seems Mayo's tone has changed and they appeared engaged, we still have concerns with how long it is taking to come to agreements.

It is crucial nurses continue to show up in strong numbers to let Mayo know these issues matter to you and your co-workers. Today was the last scheduled session, but once dates are agreed to for future sessions, members will be updated and invited to participate in open bargaining.

Sign up with the Negotiation Team or a CAT member on your unit!

Information from last weeks 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:

TBD

Country Inn and Suites