



## MNA NURSES RAISING STANDARDS TOGETHER



September 19, 2019

### Bargaining Summary- This is about respect!

Today, your Mayo-Mankato MNA Negotiation Team met with management to begin 2019 bargaining. The nurses came forward (with the support of over 500 Mayo nurses signing the petition) with proposals that support fair and equitable pay, respect for nurses' professional standards, transparency in scheduling, work/life balance, enhancement in education programs, and standards to keep nurses and patients safe.

Management came in looking for a fight. Their proposals could only have been more insulting if they had come in with a contract and ripped each page out one at a time. Before providing their proposals to your bargaining team, Mayo's chief spokesperson stated Mayo is committed to a fair negotiation process and their goal is to recognize the role nurses play; and "they do respect the role of nurses."

Mayo clearly showed how they view and respect nurses with their proposals. In 2017, Mayo had \$707 million in excess (also known as profits in private companies); however, Mayo chose to make proposals that are focused on taking away things that are nurse satisfiers. They want to eliminate permanent charge/lead pay differentials, shift of choice, holiday pay, unit base scheduling, per diem pay difference, limiting ability to transfer positions, and removing lactation services nurses from the contract.

Your team created proposals focused on making our community hospital a place that attracts and retains the best nurses and protects nurse licenses and patients' lives. Our priorities and proposals came from the bargaining surveys that you all filled out.

We want to be clear: Our union power is our strength in numbers. We will only get the contract we deserve by standing together in solidarity and demonstrating to Mayo we are serious about our proposals. Your best chance of fighting off these take-aways and winning the improvements you deserve is to stay engaged and getting involved on the Communication Action Team (CAT). If this doesn't happen your chances of getting what you deserve drastically decreases.

If nurses choose to continue to organize for better and for what we deserve it will take the type of participation, we had on our petition. Over 93% of nurses signed the petition stating they support the bargaining team and our top priorities! Come to the all member meetings next week to see the full proposals and to find out what you can do to support the team in protecting your future!



#### Meet your Mankato Negotiation Team!

**Kris Stenzel** (Pre/Post) Negotiations Liaison to: ED, 2MS

**Tiffany Hoffman** (Peds) Liaison to: OB, Peds/SCN, Lactation

**Tammie Fromm** (OR) Liaison to: OR, Endoscopy

**Kelly Rosevold** (Pre/Post) Liaison to: Pre/Post, Resource

**Jammie Meyer** (4MS) Liaison to: 4MS, MH, ICU

**Kiera Erickson** (3MS) Liaison to: 3MS, ICU, PCU