

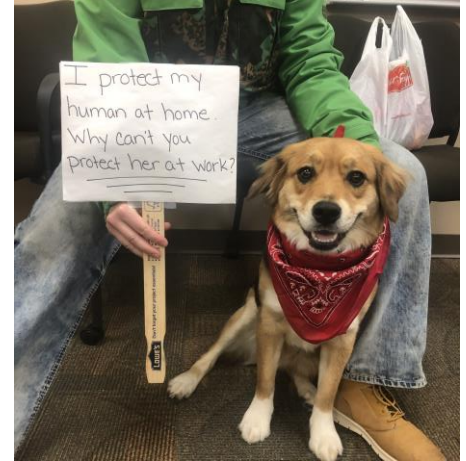


ST. ALEXIUS MNA NURSES RAISING STANDARDS TOGETHER BARGAINING SUMMARY



November 12, 2019

WHEN WE FIGHT, WE WIN!!!



This week, nurses kicked off bargaining by packing the room. They testified about recent and chronic workplace violence issues and showed their strength in numbers to support their elected bargaining team and a safe working environment for all hospital patients and staff. Through their strength in numbers, nurses were able to get management to agree to a more comprehensive workplace violence/safety proposal, which was tentatively agreed to by the employer and your Negotiating Team. The tentative agreement, once ratified would protect these changes:

Nurses who experience violence from a patient, their family, or visitor, will not have to assume that patient assignment in the future except in an emergency.	Nurses released from duty before the end of their shift due to a workplace violence incident will not have to use PTO for the remainder of that shift.	Electronic medical records will alert staff if a patient or their family has a history of violent incidents against hospital staff.
When a violent event occurs on a unit, an immediate and documented debrief will occur.	Creation of a Code Yellow response kit with appropriate medication and supplies.	Social screens on all OB patients and increased security on the unit when warranted.
The nurse impacted by a specific incident of workplace violence in October will be made whole.	Code Yellow and Non-Violent Crisis Intervention training for all nurses and staff to ensure staff know how to respond to (potential) violent incidents.	MNA nurses will be a part of the hospital's Hospital Workplace Violence Committee to continue to improve safety.

Your team and management also reached tentative agreements on the following:

- Jury Duty and Witness Pay – nurses serving jury duty will not be required to work after 11:30 p.m. on the day prior to jury duty.
- Influenza Immunization – with personal physician provided proof of contraindication, nurses with certain medical exemptions will not be required to receive annual influenza immunization.

Please mark your calendars - our next bargaining dates are December 10th, 11th and 12th. There are still important issues to fight for including safe staffing, competitive wages, and fair benefits.

In union solidarity,
Your MNA St. Alexius Negotiations Team