



**ST. ALEXIUS MNA NURSES  
RAISING STANDARDS TOGETHER  
BARGAINING SUMMARY**



February 5<sup>th</sup>, 2020

**Time to Fight for Safe Staffing!**

St. Alexius nurses came to the table this week to fight for patients and their co-workers. Nurses testified about the chronic and alarming patient care issues we face inside the hospital everyday. By speaking up, our co-workers showed CHI that nurses won't stop fighting until safe staffing is agreed to in writing. Your presence pushed management to stay later into the night than at previous bargaining sessions, demanding that management recognize the urgency of these issues. We believe change is possible and we can't wait to see what that care looks like when we work in a hospital that puts patient care first.

While it has been difficult to get any commitment on safe staffing, the tone in the bargaining room changed when nurses started telling real stories about the gravity of working short staffed. And when we shared out data from the concern for safe staffing forms, management seemed to realize that they will have to take us more seriously. We are eager to see if they adjust their position and are hopeful that if nurses keep the pressure up, we have the power to make St. Alexius a safer place.

Tentative agreements reached  
this week

**No Strike, No Lockout** (states that once the contract's agreed to, nurses will not strike and management can not lock us out)

**Management Rights** (defines & protects our right to bargain)

Management's current position on staffing issues:

- No response to our comprehensive safe patient staffing proposal.
- Floating: management continues to propose that floating protections at St. Alexius go backwards. They have asserted that nurses should be required to float in tier groups as broad as: TCU to Med/Onc to ICU, Psych to ER, OR to PACU/PSCU, and more.
- Temporary unit closure: The employer has stated that ultimately it should be management- not nurses- who have control over our practice when a unit is too short staffed to take admissions. They stated that management will ultimately make the right decision on staffing if we just "raise the flag," though our experience and data reflects a different reality.

Clearly these are not proposals that nurses will stand for! Since December 23rd, nurses have documented 81 unsafe shifts. Issues of patient safety and respect for our practice are too serious to delay- we need to stand together to push for changes.

**The Time for a Fair Contract is NOW!  
What are we going to do about it?**

**All Nurse meetings:** We will use these meetings to set our actions in motion. Please attend so we can take the next steps together.

**Tuesday 2/18, 8PM**

Meetings will be held at the Bismarck

**Wednesday 2/19, 8AM, 5PM**

House of Labor 1323 E Front Ave

Union proposals, bargaining updates, and tentative agreements can be found here:

<https://mnnurses.org/news/2020-negotiations/st-alexius/>