Tentative agreement between Sanford Bemidji Medical center and the Minnesota Nurses Association.

New Language

The Hospital will encourage nurses who are victims of assault in the workplace to recognize the potential of emotional impact and offer counseling or other delayed stress debriefing. When a violent event occurs on a unit, a documented debrief will take place as appropriate that includes all staff involved and available including other members of a typical debrief team unless staff involved decline. The intent of the debrief is to create a safe space for staff to discuss the event. A member of the leadership team and other resources as appropriate will facilitate support and provide resources for the affected nurse.

In addition, a nurse who has been assaulted at work and is unable to continue working will be given the opportunity to be free from duty without loss of pay for the remainder of that shift. If additional time away is needed, the Corporate Services department will explore options with the nurse via programs, resources and offerings available such as paid administrative leave and assistance with the Workers’ Compensation process.

Upon receipt of verifiable medical certification confirming physical or emotional injury necessitating additional time off beyond the day of the incident, the Hospital agrees to grant the nurse up to three (3) consecutive calendar days off without loss of pay immediately following the date of the incident, in the form of paid leave. Furthermore, the incident of workplace violence and Employee injury must be reported by the nurse via safety event and employee injury reporting within 3 days in order to be eligible for any paid leave.

A nurse who has been the victim of violence that was committed by a patient or that patient’s family member or visitor shall not be required to assume the assignment of that patient on a future date without the consent of the nurse except in cases of an emergency. The nurse has the right to press charges if the nurse deems necessary.
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Article #5: Confirmation of employment

CONFIRMATION OF EMPLOYMENT

SBMC shall provide each nurse with a written confirmation of the nurse’s employment understanding. It shall include salary increment level, prior work experience credit, number of hours per shift, number of hours per payroll period, and shift rotation (if any). The number of hours per payroll period shall be mutually agreed upon by SBMC and the nurse, subject to Article 3 (Hours) and Article 18 (Low Census). Confirmation of employment information will be given to the nurse prior to the MNA orientation of 30 minutes during the initial new employee orientation plan.

T/A FEB 6, 2020
8:50 A.M.

Steve L. Sheffield

W - 2- le- 2020
8:50 TA
Tentative agreement between Sanford Bemidji Medical center and the Minnesota Nurses Association.

**Article 11:** discipline and termination of employment

No nurse will be disciplined except for just cause. Except in cases where immediate discipline is appropriate, the hospital will utilize a system of progressive discipline. Nurse’s participating in an investigatory meeting that reasonably could lead to disciplinary action shall be advised in advance of such meeting of its purpose.

The nurse will be required to give SBMC thirty (30) calendar days written notice for termination of employment and SBMC will give the nurse a thirty (30) calendar day written notice for termination of employment.

T/A
2:00 p.m.
4/14/2020
Steven Sheldon

W - F
T A 2:00
1/4/2020
Tentative agreement between Sanford Bemidji Medical center and the Minnesota Nurses Association.

- reference to article 4 section A should be article 18 Low Census

- Reference to article 17 section B should be article 8 salary

- reference to article 24 No Strike/No Lockout should read Article 23 Grievance Procedure

- agree to continue terms of Hospice-home Care Addendum

T/A

FEB 6, 2020
9:15 A.M.

[Signature]

2-6-2020
9:15 A.M.

[Signature]