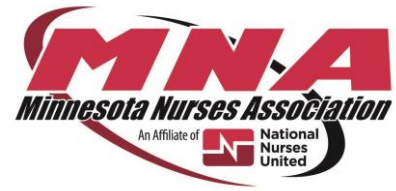




# SANFORD BEMIDJI MEDICAL CENTER CONTRACT NEWS



February 20, 2020

## **Negotiations get heated on an otherwise cold winter day!**

The negotiations team met for the fourth time with the employer on Thursday, February 20. The day started out talking about oncology weekends and then went to the attendance policy. Sanford had proposed to cut and paste their “new” attendance policy into the contract. The new policy recognizes occurrences instead of hours. Occurrences of consecutive days would have been considered one occurrence. The change would have been that 2 tardies would equal one occurrence! The negotiating committee proposed that Sanford clarify the definition of a tardy as 10 minutes or more. The employer was steadfast that they would not put that in the contract. We stated that 20 tardies of 1 minute would lead to termination. Sanford said that they haven’t done that in the past. This policy would have changed that ability; if they weren’t intending to use it that way, they would have agreed to our definition. The employer pulled the proposal. The negotiating committee was not comfortable trusting Sanford to do the right thing. The negotiating committee stands up for all Bemidji nurses against manipulative proposals!

The employer then wanted to talk about the influenza policy. The Sanford immunization policy MANDATES nurses to get the flu shot each year. MNA encourages nurses to get the flu shot, but does not support mandates. The employer stated that they did not understand that just because nurses are MNA they don’t have to get a flu shot. We responded that voluntary flu shot vaccination rate for RNs is 90%! We talked about the effectiveness of the vaccine and how it affects different people. We then presented several proposals that nurses would need to incentivize the immunization rate, including suspending the attendance policy during flu season. The employer stopped the presentation and stated that MNA was giving the company “an F-U” and that they would go back and review our proposal.

To end the day, the employer had proposed to cut and paste their leave policies into the contract. The employer stated that the parental leave available to nurses was burdensome and it was difficult to fill the open spots. We have told Sanford that the US is behind most industrialized countries in the world on this issue and this is a slap in the face for a profession predominately held by females. This benefit was bargained for and is now under attack by Sanford.

We will be exchanging economic proposals on Tuesday, February 25 at 8 a.m. and have scheduled an additional bargaining date for March 31, 2020. Please make plans to support your negotiating team at bargaining on Tuesday, February 25 by lining the halls and staying for bargaining if you are available.

Look for information regarding all member meetings on Wednesday, February 26!

**PLEASE COME SUPPORT YOUR NEGOTIATING TEAM!!!!!!!!!!!!!!**