February 26, 2020

**Nurses make a difference at the bargaining table!**

Eleven nurses participated in open bargaining yesterday, including Ruth DiRose. Ruth spoke passionately about Sanford's proposal to cut contractual Parental Leave language. Her eloquent delivery made an impression on the employer. The employer countered with a reasonable communication proposal regarding Parental Leave that was tentatively agreed to by the negotiating team. In addition, the employer withdrew their proposal for all Sanford Leave Policies. Having nurses like Ruth participate in bargaining will help us attain a fair contract. THANK YOU, RUTH!

We reached a tentative agreement on the clarification of short notice bonus and addressed some errors in the current leave of absence language. A tentative agreement was also reached on adding on-call, oncology nurse resource, labor management, and PTO cash out LOUs to the contract.

Economic proposals were exchanged yesterday and are posted on the MNA Member Center. MNA’s goal in the economic proposals is to recruit and retain nurses at Sanford Bemidji Medical Center. The employer is adamant on proposals eliminating grandfathered language surrounding PTO, the Pension Plan, and Gold Plan health insurance, as well as implementing Sanford’s immunization policy—which would mandate the influenza vaccine on nurses and whatever the employer thinks will be the next benefit to patients.