MNA Initial Economic Proposals to Sanford Bemidji Medical Center
February 25, 2020

1) Article 3 sub-section (D): flex scheduling Reduce from 72 hours to 64 hours. Anytime a flex position is maxed out for 6 months a point position must be posted:

Flex scheduled Registered Nurses may be assigned forty-eight to seventy-two (48-64) hours per pay period. A position may be posted as an eight (8)-hour flex or a twelve (12)-hour flex position. An eight (8)-hour flex position may be scheduled no more than every other weekend. A twelve (12)-hour flex position may be scheduled no more than every third weekend. Eight (8)-hour flex positions will be paid overtime as described in Article 3, section A; twelve (12) hour flex positions will be paid overtime as described in Article 3, section B (3). Registered Nurses assigned to the flex schedule are eligible for full-time benefits terms regardless of actual hours worked. No more than fifteen (15) % of the total number of Registered Nurse positions may be flex positions. Anytime a flex position is maxed out for 6 months a point position of .6-.8 must be created and posted.

2) Staffing

A. The charge nurse has the authority to staff on each unit with the unit grid being the minimum scheduling.
B. Include letter of understanding on patient satisfaction with the staff and scheduling work team.
C. Unit closure- nurses providing care will have input into a decision to close the unit to additional patients. Charge nurses may initiate the process.
D. Incorporate all current grids into the contract

3) Article 8 subsection A Wages 7%/7%/7% Eliminate wage schedule for Clinic/walk-in/1st assist and infusion pay scale and add them to Salary Chart "A"

4) Increase in all differentials 7%/7%/7%

5) Article 8 sub-section(F) On call rate of pay to Federal Minimum wage

On-Call: Nurses will be paid the Federal Minimum Wage-for each hour of on-call duty and if the nurse is called to work while on-call off premises, she/he will be guaranteed no less than three (3) hours pay. A nurse who is called to work from on-call status on a holiday shall receive time and one-half (1½) her/his regular rate of pay for all hours so worked and, in addition, full-time nurses will receive one (1) day off without on-call duty. A nurse on-call on a holiday shall receive double the call rate for each hour of on-call duty. Shift differential prorated from the above schedule shall be paid for the hours worked between 7:00 p.m. and 7:00 a.m.

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The union reserves the right to add to, amend or modify these proposals.
Nurses regularly scheduled on-call shall receive call pay as well as regular pay for any hours worked while on-call.

6) Article 8 subsection (G)
   b) change to provide triple time for shifts that are unfilled right before the start of the shift.

7) Health insurance Article 22 no diminishment in benefits and Gold plan remains.
   Employer and union must agree on any changes to insurance plans
   Employer pays 100% of any premium increases for the duration of the agreement.
   A nurse working a .75 position will be considered full-time for benefit purposes.

PAID TIME OFF ARTICLE 29

8) The ability to utilize PTO includes a minimum of two nurses off per 8 hours of shift per request by unit.

9) Sanford Plan: Full- and Part-Time Nurses, excluding Nurses employed on a casual (not regularly scheduled) basis, will be eligible for PTO under the following basis. Delete A from the contract

10) Registered Nurses may elect up to two (2) holidays per year to take without pay or PTO but receive credit towards seniority and benefits. The ability to utilize PTO includes a minimum of two nurses off per 8 hours of shift per request by unit.

11) Article 30 new
   At the completion of this agreement Sanford will make available to MNA nurses a "ROTH" 401k option.
   All employees will be eligible for the Sanford defined benefit plan.

12) A nurse shall be entitled to, in any combination if agreed upon mutually, one (1) paid fifteen (15) minute rest break for each four (4) hours on duty. In addition, she or he will be given one (1) thirty (30) minute duty-free meal break for each scheduled shift. This meal break will extend the scheduled shift time by one-half (1/2) hour and if a nurse does not receive this meal break she or he will be paid for the additional one-half (1/2) hour on duty time as provided in Section 3, Hours. If no duty-free meal break is included in the scheduled time for any specified shift, that scheduled shift time will not be extended. The Hospital will plan for break relief for nurses in units where staffing is not conducive to duty-free breaks. A regular review of the ability for nurses on the unit to take their breaks will be included in the quarterly dialogue between the manager, unit Association representative(s) and Association chairperson. A nurse will not be required to remain on the unit during any unpaid meal break, and may choose whether or not to take technological equipment with her/him while on break.

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