



MNA NURSES RAISING STANDARDS TOGETHER



March 3, 2020

Bargaining Update

When Nurses Take Action, Mayo Takes Notice!

Several nurses have taken part in actions in the last several days including distributing fliers to the public and to City Councilmembers and speaking at the City Council meeting- putting pressure on the City of Mankato to hold Mayo to a higher standard. The pressure that nurses are applying is getting noticed by the City Council and the Mayor. But this alone will not win a fair contract. We must continue put pressure on the hospital through actions and attending open bargaining

Today we were able to reach a tentative agreement around preceptor training to help ensure quality orientation and retention. There is still a lot of work to do to.

Proposals Mayo is pushing back on:

Workplace Violence. Mayo is refusing allow nurses the option of whether or not to have to go back into the room of a patient who assaulted them. Other hospitals around the entire state have agreed to this language, but Mayo refuses to protect their nurses even after they are assaulted.

PTO. Upon our request, Mayo actually brought 3 nurse leaders into the room to discuss the issues around PTO. It was a good discussion, and it provided clarification, but we haven't been able to come to an agreement. Mayo wants to limit your PTO requests of weekend vacation to 2 weekends per year, MAYBE if there are no other nurses who have granted PTO on that same weekend you could be granted another weekend if there's enough staff scheduled to accommodate.

Holiday pay is on the chopping block. Don't you think you deserve some compensation for holidays away from your family? Management also wants to be able to take back approved PTO when it works for them. Meaning the lower FTE nurses can pick up for the hospital around their PTO request if it benefits the hospital, and the higher FTE nurses are getting the shaft.

Proposals Mayo refuses to back down on:

Mandatory Call: Mayo wants to be able to assign mandatory call to anyone as they see fit (this means all units in the hospital). Reading between the lines means that all bonuses for picking up extra shifts will go away. They won't have to pay out the bonuses because there will be nurses on call to work those shifts.

Holiday Pay: Mayo has not dropped their proposal around taking away your holiday pay. They made \$1 BILLION dollars last year, and the Serota scores are terrible!! Are you going to let them take away what you have fought for and won?!?

We won the right to have nurses in the room during negotiations- Should we give up that right by allowing Mayo to wear us down and stop showing up? We need you to show up: March 11th, 16th, and 25th. Sign up with the Negotiation Team or a CAT member on your unit!

How Can You Stay Involved?

1. Read your email updates and talk with your co-workers.
2. Attend All Member meetings.
3. Build power in your facility by joining the Communication Action Team.
4. Wear RED on bargaining days to show support to the Negotiations Team.

Upcoming Sessions:

Wed, March 11 9:00 am
Mon, March 16 9:00 am
Wed, March 25 9:00 am

Country Inn and Suites

Tentative agreements and other negotiations documents can be viewed here: <https://mnnurses.org/news/2020-negotiations/mayo-mankato/>