

MARCH 5<sup>TH</sup>, 2020

# ST. ALEXIUS MNA NURSES RAISING STANDARDS TOGETHER BARGAINING SUMMARY

## When we Fight, We Win: Major Agreements on Floating, Breaks, and Scheduling!

After nurses delivered a supermajority petition showing we are standing together, we are excited to announce major progress! These are the agreements we reached:

1. Hours: Nurses will be entitled to at least 60 minutes of uninterrupted break time per shift; shifts will be 8, 10, or 12 hours
2. Floating: Our clusters will be protected, nurses with 10 years of experience will not be forced to float, floating will be clearly defined and nurses will not be forced to take patient assignments out of cluster, 3 days cross-training to float will be offered, and nurses will be reassigned a maximum of one time per shift

## Is CHI Management taking Patient Safety Seriously?

Since launching the Concern for Safe Staffing Forms on December 23, 2019, nurses have documented **124 unsafe shifts** in the hospital. Every report represents a nurse struggling to provide the care they want to. These reports tell a common story about nurses being told to do more with less by decisionmakers who are out of touch with the bedside. Why isn't management taking safe patient staffing seriously when numbers show 73.91% of unsafe shifts aren't rectified? Is providing adequate staffing 1.74% of the time the best management can do? Open bargaining on Tuesday was powerful. Management and out-of-town decisionmakers clearly don't want to have to answer to nurses about staffing, and they've made it clear they aren't going to give us the language we need easily. **WE HAVE STILL NOT RECEIVED A RESPONSE ABOUT ARTICLE #44 SAFE PATIENT STAFFING.**

## Where are our Fair Wages and Benefits?

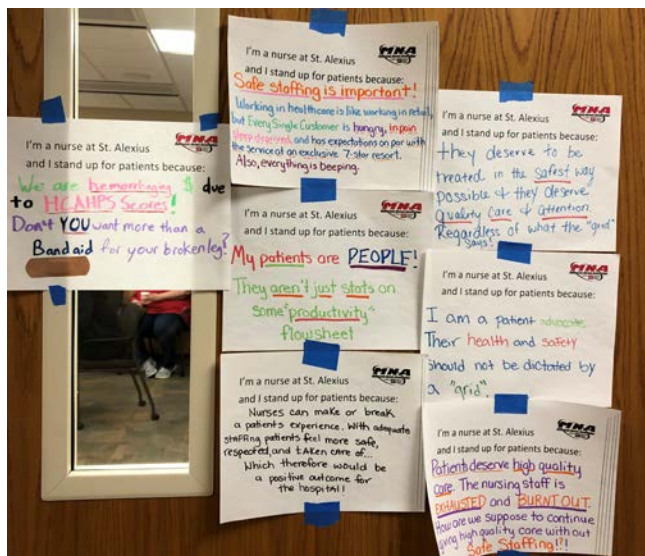
Management finally came back with an initial response to our economic presentation after talking to the real decisionmakers in Omaha. We are finally being offered a transparent wage scale! Although we're excited management has finally recognized the need for a scale, we know nurses want a scale and salary package that actually addresses the issue of wage compression as well as protected benefits like PTO. Management suggested the only way they want to address short staffing is by increasing nurses' base wage. While salary is a major piece of the puzzle, we also need protections around our benefits and the right to advocate for our patients.

## This campaign is about Taking St. Alexis Back for the Patients and Nurses of Bismarck

CommonSpirit is now the largest not-for-profit healthcare system in the United States. As we often discuss, with such a large system it is hard to even figure out who is making decisions about our patients and our lives. If our voices as nurses are not enough to get a fair contract, we have strength in our community and we know that patients here have a vested interest in fighting with us for their safety. For our next step, we will all need to find our public allies. We have a chance to fight for our voices and the protections we need and we hope that you will join us in keeping up the fight until we cross the finish line with safe staffing and a fair contract.

Why do Managers Keep Changing Things at the Hospital Unlawfully?  
During bargaining we have the right to "status quo" which means that management has to bring any changes to working conditions to our union negotiating team. Management has acknowledged that any changes such as adding to team lead duties will not be moving forward. Please help look out for changes and let us know if you see anything suspicious.

Do these unlawful attempts slow down the bargaining process?  
Yes- it is important that we exercise our right to bargain and fight back unlawful attempts to undermine our voices but we hope going forward, management will respect our right to bargain so we aren't forced to spend time at the table fixing unlawful mistakes.



**All RN Meetings, March 18**  
**8AM, 5PM, 8PM**  
**St. Alexis Tech and Ed Building**  
**Room TBD**

We will review the specifics of the economics proposal and plan for the next steps so that we can cross the finish line of a fair contract!

Bargaining updates & tentative agreements online at:  
<https://mnnurses.org/news/2020-negotiations/st-alexius/>