MAYO CLINIC HEALTH SYSTEM IN MANKATO
AND
MINNESOTA NURSES ASSOCIATION

TENTATIVE AGREEEMENT

March 11, 2020

1. Employer agrees to withdraw E-3(D) to delete extra weekday shift bonus.

2. Employer E-4(A) **Modified:**

   a. Employer agrees to withdraw proposal to delete Age 60 on call provision.
   b. Union agrees to Employer proposal E-4A **as modified to read as follows:**

      No nurse will be required to accept on-call duty that was not pre-scheduled. On-call duty that is not pre-scheduled shall be on a voluntary basis. Provided, however, emergent open on-call duty that is not picked up by a volunteer may be assigned based on a seniority rotation from least to most, to a nurse scheduled that day within the unit.

   c. Employer agrees to withdraw proposal E-4F (to delete Article 4F on C-Section call).

3. The Union agrees to withdraw U-2(K) On-call bonus.

4. Union agrees to withdraw U-2 (J) PICC Line differential.

5. Union agrees to Employer 11, Article 14 "verbal warning" to "notification."

[E-4(B) (Establishing/expanding On-call): Not part of package. The Employer will revise its proposal and address separately.]

Mayo Mankato Hospital
Signature

3/11/2020

Minnesota Nurses Association
Signature

3/11/2020

MAYO CLINIC HEALTH SYSTEM IN MANKATO
AND
MINNESOTA NURSES ASSOCIATION
March 11, 2020

Tentative Agreement

PAID TIME OFF/PTO:

A. Paid Time Off/PTO
Eligible nurses shall be covered by the Hospital's Paid Time Off Plan ("PTO Plan") under the same terms and conditions as the PTO Plan is offered to non-contract employees and non-contract Allied health employees at other Mayo Clinic/Mayo Clinic Health System in Minnesota facilities, and as may be modified from time to time by the Hospital.

B. Terminal PTO Pay
Nurses shall be paid available PTO balance upon termination, consistent with the Hospital's PTO Plan.

C. PTO Scheduling
The scheduling of earned PTO shall be determined primarily by the availability of RN staff to provide patient care on each nursing unit. If a holiday falls during a nurse's scheduled time away, one (1) day shall be added to the scheduled time away.

Nurses who have been employed continuously by Mayo for one (1) year from date of hire from date of hire may have two (2) weekends of PTO. If additional PTO weekends are available requests beyond two (2) weekends of PTO may be granted.

If a nurse does not work on the nurse's regularly scheduled weekend because of voluntarily trading hours with another nurse, she or he shall not have used one of the PTO weekends. If a nurse gives away a scheduled weekend shift to another nurse, such shift shall be taken as PTO but shall not be counted towards the allowable PTO weekends.

PTO will be requested within six (6) month timeframes. One six (6) month period will include the winter window period and the other will include the summer window period and the dates for each will align with established schedule timelines.

D. Requests submitted during the window period shall normally be granted or denied within thirty (30) days. PTO requests and the granting process for such requests will be administered by seniority and consistent with staffing tasks as mutually agreed upon in LMC.

E. Once PTO is granted, a nurse may give back PTO at any point in time prior to the designated deadline.

F. After the PTO give back date, nurses may pick up shifts around their PTO, but once PTO has been approved, they may not eliminate the use of their PTO without the manager's approval.

G. PTO requests will be for full shifts only.

H. PTO requests may be submitted outside of the defined request periods and will be considered and granted on a first come, first served basis. In the case of simultaneous requests, the nurse on a unit having greater seniority (as defined in Article 22(A)) shall be given preference.

I. Nurses approved PTO requests will not be increased, decreased or changed without first collaborating with the nurse.

J. Starting within forty-five (45) days following ratification of the 2019-2022 CBA the Hospital and the Union agree to use Labor Management Committee to draft staffing task(s) related PTO and PTO granting. Within forty-five (45) days following the completion of all PTO and PTO granting staffing tasks nursing leadership will take action to begin implementing. [This Section I sunsets September 30, 2022.]

Mayo Mankato Hospital
Signature

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