

# ST. ALEXIUS MNA NURSES: RAISING STANDARDS TOGETHER

## BARGAINING SUMMARY

May 21<sup>st</sup>, 2020



### If management listened to good ideas, we would have a contract already

After the employer cancelled nine negotiating sessions since our last session on March 4<sup>th</sup>, we finally returned to the table for a virtual bargaining session May 20. We were hopeful that the two-month bargaining hiatus would give management time to consider our proposals and that they would return with a commitment to settling a fair first contract for nurses. We were able to make progress on some proposals, but the issues that matter most to nurses (staffing, wages, and PTO) remain on the table. Progress was slow and management still doesn't express a sense of urgency in settling our contract.

### Management says four-hour staffing means more nurses and better staffing. What do you think?

Once again, we attempted to address the issue of four-hour staffing with the employer. We know Huron's four-hour "productivity" staffing model doesn't give patients the continuity of care they deserve, and that it leads to nurses being forced to float multiple times on the same shift or having to work a split shift. When we brought this up with the employer, local nurse managers said four-hour staffing has led to improvements for staffing, and that its intent is to allow units to get nurses added to a shift at 11am. Does that reflect your experience with four-hour staffing? What does four-hour staffing look like to you and your unit?

### Organizing for Power: Our First Contract

Even though our bargaining session with management was frustrating, we aren't discouraged because we know when nurses stick together and have a plan to win they can fight for real change. Nurses are communicating overwhelmingly that what management is offering isn't enough and that our fight will continue. If you haven't completed the new Bargaining Survey about what you're committed to for building power, talk to one of your unit's CAT members or Stewards. If you don't know who your unit's union leader is—please reach out to one of us!

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### Union Nurses Picket for their Patients and Families!

Last night, nurses in St. Paul held a hugely successful picket, with hundreds of RNs and community supporters. While the issues raised are serious, the tone at the picket line was of strength and solidarity. Standing firm and publicly on our issues is what will move our contract forward. When we fight, we win!



Union proposals, bargaining updates, and tentative agreements can be found here:

<https://mnnurses.org/news/2020-negotiations/st-alexius/>