



## ST. ALEXIUS MNA NURSES: RAISING STANDARDS TOGETHER

### BARGAINING SUMMARY

June 10<sup>th</sup>, 2020

# We Won't Stop Until We Have a Fair Contract

### Do you like being “Benchmarked?”

Today at bargaining management told us that they regularly benchmark us against other hospitals to increase “productivity” because “budgets are important.” Are nurses important to them too? If we were, they’d give us the wages and benefits we need to keep working as nurses in Bismarck. What about our patients? If they knew how important safe staffing was, they would agree to the proposals on the table. Fighting for this contract has always been about demanding the respect we deserve. We hear what you are saying overwhelmingly- that you will picket to get a fair contract. While we are hoping to come to an agreement in the next few sessions we have scheduled, it is time to show them how serious you are about this contract.

### Pickets are Powerful!

We have come so far towards getting a fair agreement! But in order to get there we are going to need to push for a real commitment on safe staffing, wages, and the PTO that we deserve. The employer seemed to take bargaining a little more seriously knowing that nurses are organizing an informational picket, but they’re still not offering the proposals we need to see. Until we see a fair deal on the table, we will continue to build power and keep the pressure up! Keep your eyes out for big announcements in the coming days! If you want to join us and help build our union with us, please reach out to a Negotiating Team member or CAT/Steward!

### We did reach 4 more Tentative Agreements- when we fight we win!

1. *Temporary unit capacity!*- Our biggest staffing win yet! Gives the charge nurse the right to close the unit to admissions for an hour when we need to catch up or call new staff in!
2. Continuation of Unit-Specific Longevity Plans!
3. Bargaining Unit Work- we have protections around keeping hours for nurses in the bargaining unit
4. Reduction in Force- if management needs to pursue a lay-off, we now have protections around that process

### Mark your calendar for two upcoming Sign Making Parties!

We'll make picket signs, continue to prepare and strategize for our picket, and have fun building solidarity together!

June 15th, 1pm-5pm

June 20th, times TBA

Sign Making Parties will be held at the Bismarck Labor Hall, 1323 E Front Ave

**What's still on the table?** Salary, Nursing Advancement Program, Staffing and Scheduling, On-call, Low Census Days, Part time Nurses, Holidays, Paid Time Off, Resignation and Retirement, Insurance, Negotiating Team, Successors or Assigns, Safe Patient Staffing, Long Term Agency Nurses, and Duration and Renewal

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

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