



ST. ALEXIUS MNA NURSES: RAISING STANDARDS TOGETHER



BARGAINING SUMMARY

June 23rd, 2020

It took organizing a picket to get management to talk about safe staffing

This week, we finally received the **first real response to our staffing proposal!** The employer came back with a response stating that they would abide by Joint Commission standards for acuity. Is that sufficient to address patient and nurse safety? Aren't we supposed to be following Joint Commission already? We tried to open discussion around what specific opposition management has to our comprehensive staffing proposal and unfortunately they were resistant to talking. When we asked our local managers questions about specifics of staffing each unit at the hospital, the employer's chief negotiator from CommonSpirit blocked us saying they weren't going to participate in an "inquisition," and that he "wouldn't let his team be put on the spot" with questions about patient care and staffing. We are on the spot every day when we try to give care and management short staffs us or cuts our resources. But when we pushed, we were able to engage in the most meaningful staffing discussion we've had so far, around Team Leads, APGARs, and 4 hour staffing. That's why we are speaking up for our patients and the community of Bismarck. Management, do you hear us yet?

WE WILL FIGHT, WE WILL WIN: See you on the Picket Line!

When you took action and called on CommonSpirit's chief negotiator Scott Fuller to take you seriously, he came to the bargaining table for the first time in months. When you showed up to open bargaining sessions, you won groundbreaking contract language around issues including violence prevention and floating. We are closer to a contract than ever before. We will win if we all stand together.

Our Informational Picket: Thursday, June 25, 3pm - 9pm

Wear red: We'll have t-shirts at the picket line, but they always go fast!

Where should I show up?: Nurses are encouraged to join the line directly at the hospital - we expect to be picketing along 9th Street, so look for nurses in red! We'll have signs and sign-in sheets there. We will also have materials and a sign-in at Simonson's Gas Station.

Bathrooms: Simonson's Gas Station has graciously agreed to work with us, offering their facilities to picketers! Please buy some snacks and say thank you. We'll have a table set up in the Simonson's parking lot with supplies for picketers who need to rest and recuperate.

Parking: Street parking is recommended.

COVID precautions: Please wear a mask, stay home if you are symptomatic, and be mindful of infection prevention on Thursday.

Safe, healthy picketing: Drink plenty of water, wear walking shoes, and feel free to bring a chair.

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

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

What's at Stake for this Picket?

7. Salary
12. Nursing Advancement Program
15. Daily Staffing
18. Low Census Days
24. Holidays
25. Paid Time Off
28. Resignation and Retirement
29. Insurance
43. Successors or Assigns
44. Safe Patient Staffing
- X. Duration and Renewal

Tentative Agreements Reached Today!:

Negotiating Team AND On-call