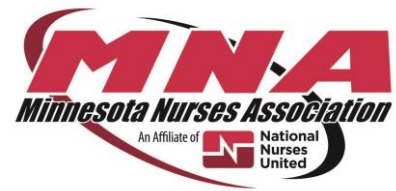




SANFORD BEMIDJI MEDICAL CENTER CONTRACT NEWS



July 29, 2020

Sanford Bemidji MNA Nurses!

Your MNA negotiating committee and Sanford bargained for 11 hours on Tuesday July 28, 2020.

We have heard from nurses and have asserted to the employer all along that PTO is important to all nurses. While the employer has proposed to move everyone to the Sanford PTO plan, we have proposed moving everyone to the “grandfathered” plan in the contract. In a move to get a deal done, we proposed a modified PTO proposal that would have allowed all nurses the grandfathered max accrual of 336 hours over 20 years instead of 15 and added a cap of 750 hours for all nurses; anyone over the cap today would have through the contract to take PTO to reduce that number. In that package, we also proposed to eliminate Presidents’ Day and in return make Christmas Eve Day a full holiday. The hospital responded by withdrawing their proposal to eliminate the Grandfather PTO plan.

Your MNA negotiating committee said they would give a neutral recommendation for a 3-year contract with increases of 3.0%/3.0%/2.25%, keeping the gold plan, and having the pension sunset December 31, 2023.

As we were working to get to a final agreement, we have discussed what the three-year contract settlements have been across Minnesota (3.0%/3.0%/2.25%) and that Bemidji is the lowest paid large hospital in Minnesota. The employer has proposed to offer a 4-year deal with increases of 2.0%/2.0%/2.25%/2.50%, keeping the Gold plan for insurance, and sunsetting accrual for the pension December 31, 2023.

The negotiating committee told Sanford that to retain and attract nurses, they needed to do more. The continual hiring and training of new hires is not efficient. By not being able to keep experienced nurses, the community loses out. The hospital then proposed an increase to the on-call pay to \$6.00 an hour, up from \$5.40.

The negotiating team felt that Sanford had not gone far enough and told Sanford that they would give a recommendation of “no” to their offer. At that point both sides agreed to meet another time to be determined.

At this time we will be looking to execute an expedited election for a spot on the negotiations team due to Tonya Moss leaving Sanford. We will post the call for candidates for 7 days and then have 7 days after announcing the candidates before an election takes place. We will be updating you all with some Zoom meetings and asking for your assistance as we move forward.

In Solidarity,
Your negotiating committee