



ST. ALEXIUS MNA NURSES RAISING STANDARDS TOGETHER BARGAINING UPDATE



August 19, 2020

When We Fight We Win: Guarantees on PTO & 3 more agreements reached!

We have spent a lot of time bargaining with the employer on PTO over the last year because we know from experience what can happen to our benefits without guaranteed protection. More importantly, nurses have continued to take action and push the employer to improve their offer and give us a fair deal. **We are happy to announce that we have finally reached Tentative Agreements (TAs) on PTO, Low Census Day Limits, and Holidays.** The most significant movement we saw is in the PTO system: we now have guarantees and protection for our PTO spelled out in the contract, as well as significant improvements to the PTO benefit structure itself! Below is the scale we agreed on which outlines the PTO benefit system we would have effective the first full pay period of January 2021 pending ratification of our contract:

Completed Years of Service	Accrual Amount Per Year	Vacation			Personal Days
		Amount Accrued per Eligible Hour Worked.	Maximum Accrual Amount per Pay Period (up to 80 hours worked)	Maximum Accrual Possible is 125%	Amount per year
0 through 5	14 Days or 112 Hours	0.054	4.31 hours	17.5 days or 140 hours	4 Days or 32 hours
6 through 10	19 Days or 152 Hours	0.073	5.85 hours	23.75 days or 190 hours	4 Days or 32 hours
11 through 20	23 Days or 184 Hours	0.088	7.08 hours	28.75 days or 230 hours	4 Days or 32 hours
21 plus years	25 Days or 200 Hours	0.096	7.69 hours	31.25 days or 250 hours	4 Days or 32 hours

We also reached agreement with the employer on Low Census Days which sets a limit so nurses cannot be LCD'd more than 160 hours in a calendar year, and we TA'd a Holiday article that protects our current benefits with some improvements. Full TAs will be posted on the website as soon as possible.

Does management think they can settle a contract without protecting safe staffing???

We also had a MAJOR breakthrough on staffing, all because nurses continue to speak up. Management agrees that we should have the RIGHT TO REFUSE UNSAFE ASSIGNMENTS! This means we will have a new tool to protect our practice when we are confronted with an unsafe situation on the floor. However, as nurses we can all agree that facing unsafe assignments should NOT be the norm. We NEED protections around our grid and staffing levels. Management's position is they want the flexibility they need...to staff us short. What can we do to make them hear us?

LAST SCHEDULED BARGAINING DATES:

August 24th and 25th

Get ready to **WEAR RED**, watch for updates, and take actions as we head into the final scheduled negotiating dates!

What's still on the table?:

Salary, Nursing Advancement Program, Resignation and Retirement, Insurance, Successors or Assigns, Safe Patient Staffing, Duration and Renewal