March 15, 2022
Employer's Initial Proposals

MINNESOTA NURSES' ASSOCIATION

and

PARK NICOLLET METHODIST HOSPITAL
Final agreement on a new collective bargaining agreement is reached.

The Employer reserves the unconditional right to add to, modify, or withdraw any proposal until a

3) Make any other changes throughout the contract that are necessary to conform to these proposals/hinal agreement.

2) Terms with "Nurse Leader" throughout CBA.

1) Replace all current references to "Nurse Manager," "Nursing Director," or like terms with "Leader." Remove/reword all gender-specific pronouns to make CBA gender neutral.

General:
Methodist Proposal #1

2022 MNA AND PARK NICOLLER METHODIST HOSPITAL
The term per diem registered nurse - refer to Article 3 - Hours, Section J of this agreement.

Supplemental is full-time and regularly scheduled part-time staff as needed. The term casual part-time applies to any part-time nurse employed by the hospital.

Hours per payroll period. The term regularly scheduled part-time applies to any part-time nurse employed by the hospital to working less than eighty (80) hours in a two-week payroll period.

The term part-time applies to any nurse working or employed by the hospital to work.

Eighty (80) hours in a two-week period.

The term full-time applies to a nurse working or employed by the hospital to work.

The term applies to a registered nurse.

To refer only to a registered nurse.

The initiatives R.N. or title "Registered nurse, alone or in combination, will be restricted.

The R.N. credential will be used in the title for all bargaining unit registered nurses.

And giving direct patient care.

Nursing staff performing charge nurse responsibilities, assisting in staff development,

Nursing care given on a station/unit. Duties include serving as a role model for unit

Caring primarily to assist in planning, coordinating, delivering, and evaluating

The term assistant nurse manager applies to registered professional

Care team members.

The practice of professional nursing includes independent nursing functions

Therapeutic promotion and restoration of health, prevention of disease, and care of the sick.

The term staff nurse applies to registered professional nurses who are employed

DEFINITIONS

New: Add definition of "Rule of 85:"

Introductory Paragraph: Definitions

Methodist Proposal #2

2022 MNA AND PARK METHODIST HOSPITAL
The Plan Administrator shall be determined by reference to the nurse's annual pension statement issued by the Plan. A nurse's age and years of vesting service as defined by the Plan equals 55 or more. A nurse's age plus years of vesting service as defined by the Plan equals 65 or more. A nurse is subject to any nurse whose age plus vesting service as defined by the Plan equals 80 or more. The Plan Administrator and in consultation with the hospital over a predetermimated period of time. The term "traveling nurse" applies to any nurse who is employed by an outside company utilized by the hospital to fill in for day to day emergency needs. The term "agency nurse" applies to any nurse who is employed by an outside agency.
3. Payment shall be made upon satisfactory completion of each course for which reimbursement has been requested. Provided, any reimbursement which would otherwise be required to be repaid, pursuant to paragraph 3A of Section 2 of this Agreement, shall not be required to be repaid if any reimbursement is provided in this Section for courses provided in this Section under the following circumstances:

A. Tuition Reimbursement:

Section 13 for applicable leaves of absence for educational purposes, or for any reason or any other reason which has been approved by the Hospital in writing. Provided, the Hospital shall pay, upon receipt of a written request from the Nurse, the amount of any tuition reimbursement to be paid to the Nurse, plus any nonsalary expenses incurred by the Nurse in connection with the course of study, and only for such courses that are approved by the Hospital in writing.
The Employer reserves the unconditional right to add to, modify, or withdraw any proposal until a final agreement on a new collective bargaining agreement is reached.

The request period hours prior to posting the schedule. Such educational day will not be granted during June, July, or August. The request period begins on the day of granting $600.00 limit. The Registered Nurse must request this day of granting paid sick time for eight (8) hours for attending a workshop. Nurses being who also have fifteen (15) years of seniority may elect to be paid at per pay period or more shall be granted one (1) day off per contract.

Registered Nurses working seventy-two (72) hours.

Workshop Days.

F.

after completion of the degree.

After completion of a Baccalaureate degree (B.S.N.) in Nursing, Nurses who have received a doctor of Nursing Practice (DNP) degree in Nursing or a Master's degree in Nursing or a Master's degree in a related field in Nursing or a Master's degree in a related field in a related field of study will receive a one-time bonus of one thousand dollars ($1,000). For nurses who have not previously been employed at Methodist Hospital.

B.

(2) calendar years after graduation.

4. New graduates nurses who have not previously been employed at the Hospital for at least one (1) year.

available to return to work at the Hospital for at least one (1) year.
weekend, provided that overtime does not result.

Prior to and after the schedule is posted, nurses may trade a scheduled
more than every other weekend.

25-year nurses on their unit, in any instance shall a nurse be
in any two (2) workweeks.

not more than ten (10) days of work are normally scheduled
not more than ten (10) days of work are normally scheduled in
in one (1) work week provided that
days of work are scheduled in one (1) week provided that

schedule may be such that more or fewer than nine (9)
schedule may be such that more or fewer than nine (9)
correspond to the calendar week: and the pattern of
correspond to the calendar week: and the pattern of

consecutive days of during weekends (Monday through
consecutive days of during weekends (Monday through

If necessary to allow for flexibility in scheduling, non-
If necessary to allow for flexibility in scheduling, non-

nurses by seniority on the unit.

preference for additional weekend time off will be given to

allow for nurses to work less than every other weekend.

weekends (Saturday and Sunday) off, when staffing patterns
weekends (Saturday and Sunday) off, when staffing patterns

Nurses will have two (2) consecutive days off and alternate
Nurses will have two (2) consecutive days off and alternate

1. The general pattern of scheduling will be as follows:

C. Scheduling:

3. Hours:

Section

• 85 nurses are not limited to a one-time FTE reduction under this
• FOR CLARIFICATION ONLY: modify language to clarify that Rule of
• increase percentage of staff who can be employed as per diem
• FOR CLARIFICATION ONLY: modify language re: bonus eligibility
• FOR CLARIFICATION ONLY: modify language re: add header for weekend

Article 3, Hour, Sections C.1, D.1, J19, M
Methodist Proposal #4

2022 MNA AND PARK NICOLLET METHODIST HOSPITAL
weekend shift on or before scheduled. For more weekend shifts than their
3. If, in Section 3, C.1. is not eligible for a bonus for picking up a
nurse who works a weekend position less than the every other
shifts as outlined in Section 3, C.1. For example, if a nurse takes a
vacation day, weekend position or sick day on a weekend shift, they do not
receive a bonus for picking up a different weekend shift. Furthermore, a
vacation unless the nurse has first worked the standard number of weekend
unscheduled shifts. Any weekend bonus shall be paid for a weekend
voluntarily exchanging hours or when it is necessary to schedule nurses
who are straight evening shift for an evening shift on a Friday prior to an
short additional shifts are worked as a result of nurses
shall not be paid if additional shifts are worked as a result of nurses
The provisions of this Section shall apply to all shifts worked between

thirty dollars ($30.00) for each half shift
seventy-five dollars ($75.00) for each six (6) hour shift
weekend shift
one hundred dollars ($100.00) for each full non-scheduled

3. C.1. of this contract agreement shall be paid in addition.
weekend shifts than the scheduled weekend shifts as authorized under Section
Full-time and regularly scheduled part-time nurses who work more

D. Bonus for extra unscheduled weekend shifts:

nursing service
would have the effect of depleting patients of needed
situations where the application of the general patterns
concerned or in cases of emergency or unavoidable
made by agreement between the Hospital and the nurse
Exception to the general pattern of scheduling may be

4. Nurses shall not be scheduled to work more than seven (7)
shift immediately preceding a weekend on.
Nurses working a schedule of rotating shifts normally shall not
be scheduled to work the evening shift prior to a scheduled

3. Nurses normally will not be required to work more than days

2. Normally there shall be at least twelve (12) hours between

2022 MANA AND PARK NICCOLIT METHODIST HOSPITAL
be given one (1) hour of credit toward benefits/severinity for all hours
done during the current shift and one (1) hourly credit toward ben-
To work on any voluntary pay roll day off or for a portion of hours, sched-
if a nurse working the weekend the weekend shift, the nurse will receive one (1) hour of regular pay. one (1)

A nurse working the weekend shift, the nurse will receive one (1) hour of regular pay. one (1)
ings, and conditions are outlined in this Contract:
including pension and severinity, for each hour worked under the same
wage toward severinity of all contracts, provided benefits.

All hours worked in addition to the weekend scheduling program (WSP) shall be

the Weekend Scheduling Program (WSP)
will apply to a nurse's regular rate of pay, with applicable differentials.

charge pay when applicable:
($1.00) for each hour worked under this program as well as CPM and

A nurse working the weekend shift, the nurse will receive their regular rate of pay plus an

conditions:

Schedule established under this section shall be subject to the following:

condition of being acceptable for the Weekend Scheduling Program (WSP).

agree to work additional shifts, but such agreement shall not be a
be between eight (8) hours and twelve (12) hours in length. A nurse may
will be between 3:00 pm Friday and 7:30 am on Monday. The shifts may
three (3) shifts each weekend (Friday, Saturday, and Sunday). Such shifts

The Hospital and Union have agreed that the Hospital may establish

1. Weekend Scheduling Program:

be scheduled for Friday evenings.

Current weekend rotation. These shifts may occur in those weeks which do

2022 MNA AND PARK NICOLET METHODIST HOSPITAL
A nurse participating in the Weekend Scheduling Program may, with hospital approval, take hours with a nurse who is not on the Weekend Scheduling Program (WSP). For nurses who are part-time or casually employed, the nurse shall be offered a vacancy of new registered nurses to be filled. Hours worked as their WSP position at the rate of double time.

At the rate of double time, scheduled overtime hours in a weekday shall be paid at the rate of time and one-half (1 1/2) for all excess time so worked, except that each nurse working in excess of her or his scheduled weekday shall be paid at the rate of time and one-half (1 1/2) for work in excess of forty (40) hours per week. Additional vacation time may be granted on weekends above the limit if all other RN's requesting such annual vacation are eligible. If a nurse uses two weekends of the available vacation, the number of weekends available for vacation will be determined by the number of hours worked as their WSP position at the rate of double time. A nurse electing the Weekend Scheduling Program (WSP) may be entitled to work on each holiday that falls on a weekend. Nurses who are entitled to receive the additional hours worked during a week may not exceed forty (40) hours per week. Further, even if the overtime provisions set forth in Section 3.4 Futher, even if the overtime provisions set forth in Section 3. The basic work period shall be forty (40) hours per week. A nurse shall be paid time and one-half (1 1/2) for work in excess of forty (40) hours per week. The basic work period shall be based on the number of hours worked on each holiday.

Contractual pay shall be based on the number of hours worked on each holiday.

A nurse electing the Weekend Scheduling Program (WSP) may be entitled to work on each holiday that falls on a weekend. Nurses who are entitled to receive the additional hours worked during a week may not exceed forty (40) hours per week. Further, even if the overtime provisions set forth in Section 3. The basic work period shall be forty (40) hours per week. A nurse shall be paid time and one-half (1 1/2) for work in excess of forty (40) hours per week. The basic work period shall be based on the number of hours worked on each holiday.

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6. Per diem Registered Nurses shall be expected to perform satisfactorily completion of unit-specific competencies. Per diem Registered Nurses will be accountable for orientation plus an individualized orientation based on needs unless otherwise noted herein.

5. Per diem Registered Nurses will receive the basic hospital provisions of the contract applicable to casual nurses will apply. Shift, weekend, and holiday differentials will apply.

4. Per diem nurses are covered by the contract agreement between Methodist Hospital and the MNA unless otherwise noted.

3. Salaries will be determined upon negotiations with the MNA. The qualifications to perform the duties of the position, current skill level and hospital needs, primary consideration shall be given to RNs with a baccalaureate, critical care, maternal child, medical-surgical. Per diem, Registered Nurses will be hired into an area of expertise.

2. The per diem pool shall consist of qualified Registered Nurses.

1. Per diem: Provide the continuity that enhances quality nursing care.

Program:

- The qualifications to participate in the Weekend Scheduling Program, unless otherwise noted in this section, all other provisions of this contract apply to those nurses electing to participate in the Weekend Scheduling Program (WSP). Any nurse who agrees to work weekend work will be paid at the rate of pay the nurse would otherwise receive for that scheduled shift for a nurse on the Weekend Scheduling Program (WSP).
commitment of 48 hours per four-(4) week schedule.

For purposes of calculating overtime, the overtime standards applicable to flexibile scheduling shall apply.

 Coordination of day-to-day work. However, the conclusion shift will be counted toward the 48-hour commitment for any shift for which the nurse has agreed to work advance notice of any shift for which the nurse has agreed to

A per diem nurse may be cancelled with a minimum of two (2) weeks' notice. The overtime standard applicable to flexible scheduling shall apply.

The per diem nurse may be scheduled for 12 hours upon mutual agreement. If a per diem nurse is to be cancelled, the per diem nurse shall be given the 12-hour shift (g) hours notice. Nurses may meet their

The regular workday is eight (8) hours. Nurses may meet their

Administrative and operational issues. Exemptions to the process must be reviewed by the scheduling process regardless of what constitutes a high need shift. Nurses and the definition of a high need shift will follow the scheduling process. A copy of the process will be distributed to nurses and the definition of a high need shift will follow the scheduling process. The required commitment of the four-(4) week

It is up to the per diem nurse to notify the Scheduling Office of their

holidays. Nurses will not have to work more than two (2) of four-(4) Christmas holidays. Nurses experience. When working Christmas holidays, the per diem nurse shall be scheduled according to the hospital's needs considering the

July. Per diem nurses will pre-educate holiday preferences and then

Following holidays per year: Thanksgiving, Christmas, or Fourth of July.

The per diem nurse must also be pre-scheduled one of the

schedule period. Only if eligible, or 12-hour shifts are not available in the

shift will be counted as an eight-(8) hour shift. A four-(4) hour scheduled hours must be evening or night shifts. A four-(4) hour scheduled hours consist of six (6) hours on weekend shifts (beginning at

minimum of 48 hours per four-(4) week schedule. Including a minimum of 48 hours per four-(4) week schedule. Including a

existing policy for Registered Nurse Evaluations.

Per diem registered nurses shall be evaluated in accordance with

2022 MNA AND PARK NICOLLET METHODIST HOSPITAL
until a final agreement on a new collective bargaining agreement is reached.

The Employer reserves the unconditional right to add to, modify, or withdraw any proposal.

A nurse may elect to bank vacation hours equivalent to two (2) years worth of

number of vacation hours unpaid.

year; if vacation hours are not available, the nurse may take the same

of a 0.3 FTE accrual rate, to be used for up to four weeks of vacation per

A nurse may elect to bank vacation hours equivalent to two (2) years worth

to have this time be Christmas exam time.

year. The nurse must be on call at least 0.3 FTE. The nurse will be notified

holiday exempt and scheduling on the unit, part-time, with due consideration

reduced to a non-benefited position and is not weekend-exempt, who have more than

nurses who reach the Rule of 55 under the Twin City Hospitals - MNA

Rule of 55 FTE Reduction:

- Equivalent to 51.0% of the local bargaining unit nurses.
  - Participating units will be limited to a number of per diem nurses
  - Administrative details of this program will be charged with Resolving the
  - In no manner will the formation of a per diem pool alter the structure
  - Casual will be cancelled, followed by per diem
  - Regularly scheduled nurses that are scheduled for overtime
  - Regularly scheduled nurses that are scheduled for shifts that remain open
  - Regularly scheduled nurses that are scheduled for shifts that remain open
  - A per diem nurse may work with another per diem nurse.
A. Salary and Incentives:

4. SALARY:

Delete obsolete language regarding tips

Add missing "fte"

Longevity bonuses are based on 20 consecutive years of service

For clarification only:

Modify language regarding teaching nurse leaders to reflect current practice

Patient care

Modify language to address unplanned absences that negatively impact

Modify language to accommodate academic semesters

Where step is reached

Modify language so that step increases are effective first full pay period

Article 4: Definitions, Sections A, B, E, F, P, Q
Consistent variance between budgeted FTEs and actual FTEs on a pre-scheduled basis.

Consistent use of additional hours beyond the work agreement on a census use of casuals and temporary agency nurses, overtime and replacement time to cover sick leave, actuity, and overtime to cover projects and committee work. Overtime to cover vacations and holidays.

Increases in hours:

The following data points will be considered in evaluating voluntary:

The Hospital's 403(b) plan for that year.

A nurse otherwise meets the requirements for matching participation in December 31st of the calendar year in which the nurse makes the election if hours upon request of the nurse.

Every effort will be made to grant temporary or permanent decreases in appropriate agreements and make adjustments to these work agreements where it is in the interest of the Hospital and the Association to honor work agreements, hours worked not authorized hours.

The use of, compliance with the work agreement will be calculated based on agreement is honored, on average, over a three (3) month period for sick, be penalized or required to use vacation time for missed shifts if the work nurses are expected to work their work agreement. However, nurses will not of the nurse.

Confirmed employment understanding shall not be changed without consent being employed and still retention to which the nurse will be assigned. This experience, the number of hours per payroll period for which the nurse is employment understanding. This confirmed employment shall include her or his salary and incremental level, including the hourly assigned for such prior work. The hospital shall provide the nurse with written confirmation of the nurse's

Confirmation of work agreement:

Six (6) semester credits of college work in nursing or allied fields.

Associate degree or diploma in nursing programs, at least twelve (12) quarter or equal to at least six (6) years and has completed, in addition to the minimum

2022 MNA AND PARK NICOLET METHODOIST HOSPITAL
On a quarterly basis, Nursing Managers will review requests for increase or decrease exchange in hours between nurses. Due consideration will be given to rotations. This review and consideration is separate from posted positions and must result in a net neutral or positive hours for unit.

The increases or decreases shall be addressed at the unit level between the nurse and the nurse's manager. If the issue cannot be agreed upon, the issue may be brought to a mutually agreeable labor-management group such as the Staffing Advisory Committee or other appropriate groups at the facility for consultation. This group shall use an interest-based problem solving approach to address the issue.

If resolution does not occur within a predetermined period of time, the nurse may use the grievance process.

F. Relieving a Nurse Manager Leader:

When a staff nurse performs the duties of a nurse manager leader (i.e., fills a nurse leader position at the direction of the Hospital), the nurse shall receive the rate of pay of an assistant nurse manager (at the same increment level that the staff nurse is presently receiving) for any shift of work consisting of at least eight (8) hours.

Nurses temporarily assigned to a nurse manager leader position for the purpose of temporarily assuming the role of the nurse manager leader in the absence of the nurse manager leader or from fulfilling all responsibilities of the nurse manager leader (i.e., filling a nurse leader position). These nurses temporarily acting in a nurse manager leader position will not have their bargaining unit status questioned.
The Employer reserves the unconditional right to add to, modify, or withdraw any proposal until a final agreement on a new collective bargaining agreement is reached.

Nurses shall be allowed to obtain a license at their expense, to be able to view sick leave (or the nurse's authorized hours, whichever is greater.) Effective June 1, 2005, the longevity bonus shall be calculated based upon average hours worked is between 4.0 - 6.9 FTE = $50 bonus
Average hours worked is between 7.0 - 8.9 FTE = $100 bonus
Average hours worked is between 9.0 - 11.9 FTE = $200 bonus
Average hours worked is between 12.0 - 19.9 FTE = $300 bonus
The previous six (6) months and calculated as follows:

<table>
<thead>
<tr>
<th>Longevity Bonus</th>
<th>Calendar Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>$3,500.00</td>
<td>40+</td>
</tr>
<tr>
<td>$3,000.00</td>
<td>35-39</td>
</tr>
<tr>
<td>$2,500.00</td>
<td>30-34</td>
</tr>
<tr>
<td>$2,000.00</td>
<td>25-29</td>
</tr>
<tr>
<td>$1,500.00</td>
<td>20-24</td>
</tr>
</tbody>
</table>

(6) months authorized hours as follows:

Each June 1st, for all full time and part time Registered Nurses with twenty or more consecutive calendar years of service as of June 1st, a bonus payment will be determined. The bonus will be calculated based on the previous six calendar years of service.
Of work for the purpose of determining overtime pay.

A nurse shall be paid at an hourly rate of seven dollars and twenty-five cents per hour. Such on-call time shall not be considered hours of work for the purpose of determining overtime pay.

A. Off-Premises On-Call Pay:

On-call duty shall be compensated as follows:

- A nurse who has attained the age of sixty (60) shall not be required to work on-call duty if such nurse has attended the age of sixty (60) shall not be required to work on-call duty.

B. On-Call Pay:

A nurse called to work on-call duty who is called to work on-call duty shall have the option of being

If a nurse is called to work on-call duty and works a total of sixteen (16) or more

open on weekends.

A nurse will not be required to be on-call on a weekend or on-call duty if such nurse has not been an established practice.

If on-call duty is not a part of a nurse's assigned employment understanding, on-call duty is not a part of a nurse's assigned employment understanding, on-call duty is not a part of a nurse's assigned employment understanding.

5. On-Call Duty:

- Modify language on call exempt to recognize limits to call exempt
- Add header for call exempt

Methods Proposal 

2022 MNA AND PARK NICOLLET METHODIST HOSPITAL
The employer reserves the unconditional right to add to, modify, or withdraw any proposal until a final agreement on a new collective bargaining agreement is reached.

Nurses on-call, either on- or off-premise, on any of the holidays listed in Section 8, shall receive an additional one dollar ($1.00) per hour above the applicable on-call rate.

C. Holiday On-Call Pay:

Time, the on call rate, and one-half ($1.00) per hour above the applicable on-call rate.

Nurses who are required to remain on hospital premises during on-call pay.

B. On-Premise On-Call Pay:

(8) hours in one (1) day or eight (80) hours in a payroll period.

If a nurse is called to work while on-call at the rate of pay.

Such four (4) hour’s pay.

The employer reserves the unconditional right to add to, modify, or withdraw any proposal until a final agreement on a new collective bargaining agreement is reached.

Nurses on-call, either on- or off-premise, on any of the holidays listed in Section 8, shall receive an additional one dollar ($1.00) per hour above the applicable on-call rate.

C. Holiday On-Call Pay:

Time, the on call rate, and one-half ($1.00) per hour above the applicable on-call rate.

Nurses who are required to remain on hospital premises during on-call pay.

B. On-Premise On-Call Pay:

(8) hours in one (1) day or eight (80) hours in a payroll period.

If a nurse is called to work while on-call at the rate of pay.

Such four (4) hour’s pay.
A casual part-time nurse shall receive salary increments as described in Chart 7.

Casual part-time nurses shall receive salary increments as described in Chart 7.

If a nurse transfers to a casual part-time status, she or he shall accrue no benefit or privilege that is transferred by the transfer to a casual part-time status.

There are exceptions to the above, as follows:

1. Casual Part-Time:

   E. Part-Time Nurses:

   6. Current 48

   Modify to increase casual work request to 80 hours per quarter (from

   Article 6: Part-Time Nurses Section E

   Methodist Proposal #7

2022 MANA AND PARK NICOLLET METHODIST HOSPITAL
until a final agreement on a new collective bargaining agreement is reached.

The Employer reserves the unconditional right to add to, modify, or withdraw any proposal.

Flexible Schedules.

All casual part-time nurses shall be paid overtime consistent with Section 3 H.
The Employer reserves the unconditional right to add, modify, or withdraw any proposal.

Documented instances of patterns of a nurse using sick leave when the nurse was denied a request for time off (e.g., a requested holiday or vacation day) may result in coaching and disciplinary action consistent with organizational time and attendance policies. Nurses who receive coaching or discipline for such may be restricted from picking up extra shifts. Replacing other's shifts, or trading shifts during the six (6) week schedule following the coaching/discipline will be reviewed by an administrator, and a request for time off may be denied. Such explanation may be required at a later time based on a call-in is made. Such explanation may be required to explain an absence at the time sick leave was denied. A nurse shall not be subject to discipline provided the request is given advance notice that the call-in will be made. All individual nurses may be required to furnish such certificates.

The Hospital may request reasonable evidence of illness. General

C. Verification of Illness:

10. Sick Leave:

- been denied

Modify language to address patterns of sick use when vacation has

Article 10: Sick Leave, Section C

Methodist Proposal #8

2022 MANA AND PARK NICOLLER METHODOIST HOSPITAL
Other relevant information concerning the drug and alcohol testing process.

Drugs, and (3) prescribed by a licensed professional doctor. This Program Testing for Alcohol and

22

Hospital Guideline for Post-Treatment Program Testing for Alcohol and

And Alcohol Testing of Employees in Rehabsolbld SUSPENSION CASES. (2)

Provide the Association with copies of: (1) Supervisory Guidance for Drug

Nurse's. They shall provide sixty (60) days notice to the Association and shall

If the Hospital elects to engage in drug and/or alcohol testing for registered

B. Drug and/or Alcohol Testing:

Program and encouraged to initiate personal contact with this Program.

Program will also be given written information concerning the Peer Support

Wisconsin Nurses Association's Peer Support Program for Nurses. The

Hospital will also be given written information concerning the Peer Support

Nurse, the nurse will make a referral of the nurse to the

Hospital's Institutional NURSES Supervisor, or in the event of leave, the Nurse's Absence, or in the event of leave, the Nurse's Absence, or in the event of leave, the Nurse's Absence.

The Hospital is subject to a maximum of five (5) days of paid leave. Unless

The Hospital is subject to a maximum of five (5) days of paid leave. Unless

of alcohol abuse are pending in instances where it is believed that the guidance of a drug

dependency assessment, or in the event of leave, the Nurse's Absence.

Drug and/or Alcohol Testing:

A. Chemical Dependency Evaluation:

1. Chemical Dependency:

Chemical dependency shall be treated for all purposes under this contract as a

Chemical dependency shall be treated for all purposes under this contract as a

Professional interest of the nurse, patient, or the public. To this end,

Professional interest of the nurse, patient, or the public. To this end,

The Hospital and the Association are committed to a belief that early recognition

The Hospital and the Association are committed to a belief that early recognition

Eliminate Appendix B (Drug and Alcohol Testing Policy)

May be amended from time to time at the Employer's discretion:

Non-Contract Drug Testing Policy as

Article 11: Chemical Dependency, Section B

Methodist Proposal #9

2022 MNA AND PARK NICOLLER METHODIST HOSPITAL
The Employer reserves the unconditional right to add, modify, or withdraw any proposal until a final agreement on a new collective bargaining agreement is reached.

Circumstances surrounding either is significant rather than routine.

The occurrence of a workplace accident or injury will not be considered those efforts.

Reasonable cause for testing unless the accident or injury is relatively routine.

Resolution of a representative for the nurse and will document

Association representative and, if the nurse so chooses, will make a prompt

advise the nurse in writing of their rights to the presence of an

At the time that a request for a drug or alcohol test is made, the hospital will

Hospital security personnel.

Under normal circumstances, the request for testing will not be attended by

Alcohol Testing Policy, except where only one such person is available.

Receives training regarding implementation of the hospital's Drug and

made by two non-bargaining unit Hospital Representative who have

been in the market to request a test from a nurse shall be

event of observable workplace-related behavior that is documented at the time

drug or alcohol test as part of an assessment may be made only in the

a pattern of previous workplace behaviors. A request to the nurse to take a

No drug or alcohol testing will be conducted on

discretion.

Such policy may be amended from time to time by the hospital in its sole

Drug and Alcohol Testing Policy on the same basis as all non-contractual staff

behavioral guidelines until nurses are covered by and subject to the hospital's

Written-notice of the express written mutal agreement of the

Agreement as Appendix B. That policy shall not be changed during the term;

between the Association and the hospital and is incorporated into this.

such testing is conducted is that policy which has been agreed upon.

will be available to the Association upon request. The policy under which-

2022 MAN AND PARK NICOLLET METHODIST HOSPITAL
By this Contract in a temporary additional employment position not except as provided in Section 13.A.4, all hours worked by a nurse covered this previous position or classification as provided in this Section 13.A.

his previous position shall not constitute a forfeiture of the nurse's right to return to her or position from the nurse's previous position. Agreement to such an event a temporary additional position.

A nurse on a personal illness, injury, or disability leave and receiving

fewer hours than the nurse's previous position.

Workers' compensation is working in an alternate position having

leave, including any position of the Injury (90) days when a nurse on

during the first injury (90) days of this unpaid personal illness,

Vacation and Length of Service Increments will continue to accrue.

4. Hospital and the nurse.

For an additional period as may be agreed upon between the

FT as the nurse held prior to the leave of absence.

number of hours of vacation and personal illness, sick leave, and

and if not, to her or his previous classification and scheduled.

the nurse will be returned to her or his previous position. It is open

For the remainder of the leave during or at the conclusion of which

position.

For a period of up to three (3) calendar months of the leave after

utilized by the nurse, such leave will be granted as follows:

period of absence includes any time during which paid sick leave is

period of cumulative sick leave has expired. During or at the

Personal illness, injury, or Disability leave, Disability leave.

1. A. LEAVE OF ABSENCE

13. LEAVE OF ABSENCE: MODIFIED ARTICLE 13.A RETURN TO WORK

FOR CLARIFICATION ONLY: MODIFY ARTICLE 13.A. RETURN TO WORK

Methodist Proposal #10

2022 MNA AND PARK NICOLLET METHODOST HOSPITAL
The Employer reserves the unconditional right to add to, modify, or withdraw any proposal, agreement, or understanding until a final agreement on a new collective bargaining agreement is reached.

The employment position based on the compensated hours of the nurse when working in the immediate employment position will be calculated and provided by this Contract. Benefits provided by this Contract are credited toward eligibility for and accrual of such hours shall be credited toward seniority as provided in Section 14. Otherwise covered by this Contract shall, nevertheless, be considered.
The above notwithstanding, seniority for a nurse who transfers to a
incremental accrual, and I provide are hours worked or hours for which length of service
covered by the contract agreement and in the continuous
career of non-supervisory and non-managerial nursing position that is not
covered by the contract agreement.

In the event of a leave of absence, supervisory, A.

E.

C.

D.

1. "Clinical Group" means a unit or group of units which require
similar nursing skills.

2. "Qualified" means the ability to independently provide safe,
direct patient care for the standard case load on the unit within a
reasonable period of orientation not to exceed four (4) weeks.

3. "Seniority" means the total compensated hours accrued by a
nurse since hire of the most recent date of employment into the
bargaining unit at the hospital. Accumulated hours, as qualified
bargaining unit, excludes all hours for which a nurse is not:

A. Defined:

"Registered nurse whose hours are so reduced:
Non-bargaining unit personnel shall not be utilized to replace any bargaining
unit personnel needs reasonably expected to occur over a continuing period of time.
Procedures of this contract to accomplish staff reductions when a reduction in
recognized by the parties that the basic policy shall be to use the layout
reduction of registered nurse staff may be made only in the event of a
diminishment of the number of needed nursing care hours. Unauthorized decreases in
14. LOW-NEED DAYS AND LAYOFF:
Modify Low Need Days provisions to address need for staffing flexibility

ARTICLE 14: Low Need Days and Layoff, Section E
Methodist Proposal #11

2022 MNA AND PARK NICOLLET METHODOIST HOSPITAL
A part-time nurse regularly scheduled for sixty-four (64) compensated hours per contract year is defined as a standard full-time nurse in a contract year.

For purposes of this Article, a low need day is defined as the standard scheduled full-time or part-time nurse, provision shall not exceed three (3) nurse's total low need days under Part E of this Low Need Days shall be provided for any regularly scheduled full-time nurse for the particular unit and shift may be assigned to the next least senior full-time nurse on a particular unit and shift has taken more than three (3) low need days per contract year. If no regularly scheduled full-time nurse shall be required by the hospital, transfers of bargaining unit personnel, one (1) year from the date of the bargaining unit position within one (1) year. The nurse's accrued seniority shall be maintained on the nurse's record.

Mandatory Low Need Days:

Minnesota Nurses Association

A revised up-to-date listing of the seniority for each nurse in the bargaining unit will be posted by the hospital each six (6) months and provided to the Bargaining Unit, all bargaining unit seniority is lost.

Transfer of Bargaining Unit Personnel: If the nurse does not return to a bargaining unit position within one (1) year, the nurse's seniority for any purpose under this Contract is terminated while bargaining unit position within one (1) year. The nurse's accrued seniority shall be maintained on the nurse's record.
The employer reserves the unconditional right to add to, modify, or withdraw any proposal until a final agreement on a new collective bargaining agreement is reached.

To replace work hours lost, the opportunity for subsequent additional work hours that may become available for qualified, part-time nurses having hours reduced shall be given first for which the nurse receiving low-need days is rotated or otherwise assigned to work on units. Casual part-time or temporary nurses shall not be assigned to work on units.
The employee reserves the unilateral right to add, to modify, or withdraw any proposal.

The posting process outlined above can be waived when a nurse chooses to increase his/her decrease in the nurse's regular work agreement by the hospital. The hospital may approve exceptions to this provision at its discretion.

A nurse who has received disciplinary action at the written warning level or senor nurse within the bargaining unit between nurses employed by the hospital, preference shall be given to the most qualified nurse employed by the hospital, and as necessary to provide the proper skill level on the unit from which the nurse will be accepted may be postponed for a period not to exceed three (3) months. It is not permitted to use the required qualifications for the position. A nurse must be employed in their current position for a period of at least seven (7) days before permanently filling the position. If a nursing position is to be open, the hospital will post the position electronically.

16. Scheduling and Posting:

E. Posting and Filling of Positions:

- Modify language to limit transfers for nurses in corrective action at or above written warning level.
- Modify FTE increment to permit 0.15 FTE to accommodate 12 hour shifts.
- Modify language to allow for both increases and decreases in FTE.
Unless otherwise indicated, periods of time are measured from the date of the most recent incident involving the nurse.

If an oral warning is given, a written warning shall be confirmed in writing, if the nurse is disciplined in any future disciplinary proceeding.

A nurse who has received discipline will not be able to apply for a position outside of their current department for a period of six months following such disciplinary action. The hospital may approve any such exceptions to this provision at its discretion.

A nurse who has received discipline at the written warning level of a greater will discharge or other discrimination.

Program or eligibility for long-term benefits will not constitute just cause for progressive discipline. A nurse's association in the economic and general well-being of immediate termination is appropriate. The hospital will utilize a system of progressive discipline.
The Employer reserves the unconditional right to add, modify, or withdraw any proposal until a final agreement on a new collective bargaining agreement is reached.

In order to determine the factors responsible for transfer of a permanent services permanent nursing unit, the Hospital will interview all nurses transferring to a different unit. An independent contractor will conduct an exit survey of all Registered Nurses.

months notice as provided in Section 9. The nurse will give the Hospital two (2) weeks written notice for termination of her

is given written notice. The Hospital will give a nurse two (2) weeks written notice (exclusive of terminal leave) prior to termination of employment or suspension unless said termination or suspension is for misconduct. The Minnesota Nurses Association will be notified of any termination of employment or suspension at the same time the affected nurse shall be for just cause. Demotion from the classification of Assistant Nurse Manager to a lower
Unsatisfactory staffing report
Staff satisfaction
Nurse turnover rate

Patient satisfaction data related to RN
Unit specific and other quality indicators (by mutual agreement)
Hours per patient day/visits/encounters/procedures
diagnoses, emotional support needs, teaching needs

Activity (including items such as severity of illness, multiple
shifts [6 g], regular unit staff, novice staff, etc.)

Unit [RN/LPN/NA/HUC, etc.] as well as the experience level of
Skill mix (including items such as classification of staff on the
staffing target vs. actual staffing
Overtime and additional shifts
Predicted/proposed to actual daily census
Admission, discharge, transfers per shift and day
Patient volume/month by month x two (12) months

3. The following criteria will be used to fully evaluate the

2. Assistance by a federal mediator:

1. In evaluating staffing grids, teams will be encouraged to reach
consensus about appropriate staffing. If consensus cannot be

The evaluation team participating in review of the staffing grids will

A. The following process will be used regarding staffing and scheduling:

21. STAFFING AND SCHEDULING:

For the unit may elect to serve on the team.

The Minnesota Nurses Association (selected by the
Registered Nurses from the unit, one from each shift (selected or
the Minnesota Nurses Association

be composed of three (3) management representatives (appointed by
Registered Nurses, the unit, one from each shift) (selected or

MNA representative for the unit may elect to serve on the team.

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A. The following process will be used regarding staffing and scheduling:

21. STAFFING AND SCHEDULING:

To fulfill shifts

Modern recognition benefits granted to nurses who agree to work "Hard"
A twenty-five dollar ($25.00) gift certificate for Park Nicollet
A meal ticket
A voucher for preferred parking for one day

Applicable bonuses and differentials:
$5.00 shift bonus in addition to the applicable rate of pay and any
collected in for a hard-to-fill shift will receive the following shift dollar
Nurses who agree to work an extra shift and are then scheduled on
the following will be implemented:

To help provide for adequate staffing levels on hard-to-fill shifts, the
following:

24
The day shift on December 24
The evening shift on October 31
1:00 p.m. on Mothers Day
Between 1:00 p.m. the night before Mothers Day through
1:00 p.m. on Easter Sunday
Between 1:00 p.m. the night before Easter Sunday through

Shifting: Effective June 1, 2004, the following shifts are defined as Hard-to-Fill

Changes to approved budget when necessary
Increase FTEs for any interested shift if possible and necessary

Additional considerations:

5. RN assignments will be made with due consideration for patient care

4. All unit grids will be reviewed annually by the team or more often if
problems occur. Results of these reviews will be submitted to the
Steering Advisory Committee for their review.

3. Patient size, weight, and mobility
Flying Squad/availability of in-house resources

2. May seek assistance by a Federal Mediator.
Consensus is not reached following review by the CNO, the Team
Officer (CNO) for additional review and recommendation. If
Consensus cannot be reached, the issue will be referred to the Chief Nursing
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Consensus cannot be reached, the issue will be referred to the Chief Nursing

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Steering Advisory Committee for their review.

3. Patient size, weight, and mobility
Flying Squad/availability of in-house resources

2. May seek assistance by a Federal Mediator.
The Employer reserves the unconditional right to add to, modify, or withdraw any proposal until a final agreement on a new collective bargaining agreement is reached.

Prior to resorting to the procedures in Article 14, shifter, voluntary leave, and days shall be utilized in order of seniority. In the event it is necessary to reduce staffing levels for a hard-to-fill
If at any time in the first six (6) weeks following orientation the nurse is not
meeting milestones or it appears the nurse is not able to be successful, the
nurse should be re-assessed by PPR.

After six (6) weeks milestones to achieve each week, the nurse should be re-assessed by PPR.

5. If serious performance concerns are raised about a nurse, that nurse may be

A nurse shall not be placed in any charge nurse position until the nurse has
demonstrated the competencies which have been specified for that charge.

CRM’s assessment and plan

Demonstration of specified competencies, orientation checklist and the
determination of how an orientee and CRM’s patient care assignment is
connected toward developing needs of a unit shall be based on the orientee’s
competencies.

3. Resource Mentor (CRM)(s)

Whenever feasible, the orientee will work the same schedule as the CRM in
the clinical competencies.

2. Length of orientation shall be based on the nurse’s experience and specific
requirements. To that end, the following shall apply:

1. The Hospital and the Association agree that a planned systematic method of

23. ORIENTATION:

- Modify to update assessment process and procedure
- Modify to update leader titles

Article 23: Orientation, Part-Time Nurses, Section A

Met hodist Proposal #15

2022 MNA AND PARK METH ODIS T HOSPITAL
The Employer reserves the unconditional right to add, to modify, or withdraw any proposal until a final agreement on a new collective bargaining agreement is reached.

New Graduate Registered Nurses who are hired into critical care positions will receive an initial orientation on a Med/Surg nursing unit prior to orientation on the critical care unit. For support for an additional period of two (2) months, 8.

After completing orientation, a new nurse will be assigned an experienced RN for support for an additional period of two (2) months.

7.

Recourse to the provisions of Article 25 (Grievance and Arbitration). Resignation or termination. Termination under this Section would be without prejudice for the nurse to explore other employment with Park Nicollet or to a similar position or resignation, a thirty (30) day unpaid leave of absence options. Such options may include transfer to another bargaining unit or to a similar position or resignation. Human Resources, and MNA will meet to discuss options. Such options may include transfer to another bargaining unit.
A nurse who terminates employment at or after age 55 and is eligible for Medicare shall diminish overall benefits for nurses.

3. The Hospital shall provide nurses the benefits contained in the Hospital's non-contract Health Insurance Program existing at the time of termination of employment during annual open enrollment.

28. INSURANCE BENEFITS:

A. Hospitalization Insurance:

Methodist Proposal #16
and include spouse.

Marriage shall allow a single plan to change to family.

IV.

Change to family plan to include the child.

Birth or adoption of child shall allow a single plan to

III.

Loss of insurance due to spouse's loss of employment.

II.

Loss of insurance due to death of spouse or divorce.

I.

The previous thirty (30) days:

any of the following qualifying events have occurred within

The hospital shall continue their annual renewal plan as well.

The non-contract staff as well as the hospital's health insurance plans that are offered to

either the MNA health insurance plan or any other open

enrollment period nuses will have the ability to enroll in

plan effective January 1, 2009. All newly hired open

to time, therefore opting out of the MNA health insurance

Hospitahs non-contract staff as such a plan exists from time

to time in the health insurance plan that is offered to the

nurses currently employed in the MNA.

January 1, 2009. Nurses currently employed in the MNA

During the enrollment period for the plan year starting

nurses.

Open Enrollment. There shall be established at least one

and hospitalization plans:

The following provisions shall be applicable to the hospital's health

for nurses.

No change in said insurance program shall diminish overall benefits

forth in Section 14 of this contract agreement.

An additional hospitalization insurance provision referring to senior

2022 MNA AND PARK NICHOLLET METHODIST HOSPITAL
health insurance.

The Hospital shall offer at least one (1) non-Park Nicollet plan option for

request:

nursing policies, specifications, and related information upon

promptly to MNA as well as to all eligible nurses. MNA shall be

Copies of each Summary Plan Description shall be furnished

Calendar months.

and at the nurses' expense for a maximum period of eighteen (18)

nursing and medical insurance program at the group rate

continue employee and dependent coverage in the group

requirements in section 6.7 or to a casual part-time status, may

who transfer to a part-time position not meeting the hours

in the Hospital's health and hospitalization insurance program and

Regularly scheduled full- and part-time nurses who are participating

Overall benefits for nurses:

no change in the Hospital's insurance program shall diminish

Schedule of Coverage: In accordance with section 25.4A

d.

enrollment

situation (marriage, death, birth, divorce) or during open

for nurses enrolling upon employment, upon a change in the

exclusion of or limitation of coverage for pre-existing conditions

Pre-Existing Conditions: The plans shall not impose an

denial of a claim, or the amount of the claim allowed.

through which a nurse may challenge a denial of coverage,

Appellate Process: Each plan shall contain an appeal process

listed above.

open enrollment begins the qualifying event will include only a-

have an opportunity to participate in such open enrollment. If annual

If Park Nicollet establishes an annual open enrollment, nurses will

Nicollet insurance plan.

nurse as a result of a change in the nurses' non-Park

established health care provider for the individual

loss of access to a physician, which has been a long

loss of access to Park Nicollet provider as a result of

VII.

Nicollet insurance plan.

a change in a nurse's non-Park Nicollet insurance

loss of access to Park Nicollet provider as a result of

VII.
The Employer reserves the unconditional right to add to, modify, or withdraw any proposal until a final agreement on a new collective bargaining agreement is reached.

Changes will be discussed with the Labor-Management Committee annually and prior to the open enrollment period. Any insurance plan focus groups programs which reward healthy lifestyles and the desirability of plans, employee coverage, the feasibility of implementing drug formulary issues, plan designs, comprehensive medical concern to the nurses can be presented to the hospital, such as: next insurance plan year. In the course of this review, issues of group and any changes which are then being contemplated for the Labor-Management Committee. This review will include the year-

The Hospital agrees to provide an annual mid-year review to the Plan Descriptions.

Frequently asked questions together with the insurance summary.

9. The Employer will distribute a question and answer sheet of

2022 MNA AND PARK METHODIST HOSPITAL
until a final agreement on a new collective bargaining agreement is reached.

The Employer reserves the unconditional right to add to, modify, or withdraw any proposal

Hospitals' pre-tax spending account plan.
The maximum allowable hours per year and the nurse may participate in the
Pension under the Twin City Hospitals - MNA Pension Plan can work up to
Nurses who reach the Rule of 85 and are eligible for and receiving a
match that is made to eligible employees of Park Nicollet.
Employer match on employee contributions on the same terms as the 401(k)
Hospital's 403(b) tax sheltered annuity plan and shall be entitled to an
Registered Nurses shall be eligible to participate in the

B. Participation.

403(b) Participation.

Employee.

Employer, but not utilized as reimbursement for allowable expenses during the
Any income program year, receive in cash any monies designated to the
So long as the tax laws forbid it, a nurse may not, at the end of the Pre-Tax
of the IRS Code.

Any insurance program, and any other expense allowable under Section 125
dental, and vision expenses paid by the nurse and not reimbursable under
dependent care expenses necessary to enable the nurse to work, medical,
which the Pre-Tax Income to be reported in this Program. All allowable expenses
marriage, death, divorce, adoption (dissolution), disability, a specified position or the
This nurse may annually, or at the time of a change in the situation (birth,
small, meet the requirements of Sections 125 and 129 of the IRS Tax Code.
available in the same manner as is available to all Hospital employees and
Pre-Tax Income for payment of certain expenses. Such program shall be
covered by this contract, providing a program that enables the nurse to elect to use
The Hospital shall make available or continue to make available to nurses

A.

Article 29: Pre-Tax Spending Account.

B. Pre-Tax Spending Account, Section B

Methodist Proposal #17
The Employer reserves the unconditional right to add, modify, or withdraw any proposal until a final agreement on a new collective bargaining agreement is reached.

Concerning deductions made, The Association will hold the Hospital harmless from any dispute with a nurse concerning deductions made.

Concerning deductions made, The Association will hold the Hospital harmless from any dispute with a nurse concerning deductions made. The current Collective Bargaining Agreement provides for deducting Union dues and service fees, as provided for above, shall terminate as of June 1, 2025.

Concerning deductions made, The Hospital's obligations to continue to deduct Union dues and service fees, as provided for above, shall terminate as of June 1, 2025.

Concerning deductions made, The Hospital's obligations to continue to deduct Union dues and service fees, as provided for above, shall terminate as of June 1, 2025.

The above deductions are as described above and shall be deducted in accordance with the terms of said authorization and within amounts will be forwarded to the designated Association office for each calendar month by the Association and shall be made, continued, and terminated in accordance with the terms of said authorization.

The above deductions are as described above and shall be deducted in accordance with the terms of said authorization and within amounts as agreed upon by the Association and the Hospital, and the Association will continue and terminate as provided in accordance with the terms of said authorization.

The above deductions are as described above and shall be deducted in accordance with the terms of said authorization and within amounts as agreed upon by the Association and the Hospital, and the Association will continue and terminate as provided in accordance with the terms of said authorization.

A. Payroll Dues Deduction:

33. Association Security:

extension or renewal of obligation to deduct dues ends with expiration of contract or of any modification language to reflect that Hospital's.

FOR CLARIFICATION ONLY: Modification Proposal #18

Article 33: Association Security, Section A

Methodist Proposal #18

2022 MNA AND PARK NICOLET METHODIST HOSPITAL
until a final agreement on a new collective bargaining agreement is reached.

The Employer reserves the unconditional right to add, modify, or withdraw any proposal

IN WITNESS WHEREOF, the undersigned have caused this agreement to be

3.9. PROPOSAL #19

Art. 39: Duration and Renewal

Modify to remove current March 15 proposals exchange date

Update effective and expiration dates as determined

2022 MNA AND PARK METHODIST HOSPITAL
until a final agreement on a new collective bargaining agreement is reached.

The Employer reserves the unconditioned right to add to, modify, or withdraw any proposal

Vice President, Human Resources

Signed

Director, Staff Services, Labor Relations

Signed

MINNESOTA NURSES ASSOCIATION

Chief Executive Officer

David Wessler

Signed

PARK NIOCOLLET HEALTH SERVICES

Signed this day of ___________ 2007.

Nurses who work in the Perinatal Services unit who participate in the closed unit
agreement and who have reached the rule of 65 may elect to work in one (1) area or

LETTER OF UNDERSTANDING

Letter of Understanding

Methodist Proposal #20

2022 MNAN AND PARK NIOCOLLET METHODIST HOSPITAL