



July 12, 2016

Duluth/Superior Essentia Negotiations Update

Your MNA negotiating team continued to make proposals to ensure patient safety and move us toward a tentative agreement on July 12. Management has still not made significant movement on its concessionary proposals on health insurance and double time for 12-hour nurses.

There were no tentative agreements today, although we did agree to set another negotiating session.

We spent significant time talking with Essentia about the need for safe staffing levels, giving management a comprehensive proposal that we hoped would get us closer to a settlement. Management has still not indicated any interest in our staffing proposal whatsoever.

The MNA team presented more than 420 Concern for Safe Staffing forms Essentia nurses filed from January 2014 to July 11, 2016. We know the forms represent a small number of the actual unsafe situations in our facilities. The team also provided aggregate/summary data indicating the types of unsafe staffing situations that occur. Our goal was to show management that more is needed to ensure nurses have the right number of patients at one time to safely care for them.

Management challenged the validity of our data, saying they didn't necessarily believe the nurses' assessments of the situations. We explained that nurses have a legal and ethical obligation to determine when a patient assignment is unsafe, so our professional judgment should be respected.

We also pointed out the excessive number of help needs that are posted every schedule.

We continue to ask Essentia for critical information we need to make informed decisions on staffing and other issues.

Management has still not made significant movement on its proposal to eliminate our contract health insurance plans.

We have agreed to set one more negotiating session, which is July 20.

We are committed to advocating for our patients and nurses in the face of Essentia's failure to make significant movement on these important issues.

For more information, please talk to your stewards and watch for alerts and calls to action on our Facebook page and MNA's website.