

4/17/13

MNA Staffing Package Proposal:

1. Resource –see attached
2. No RN will be assigned 6 patients
3. Emergency Department
 - Memorial – Add 2 RNs – 7-11am; add 1 RN 11p-7a
 - University – add 2 RNs 7-3 and 3-11 7 days per week and 1 RN 11-7 7days per week.
 - Add: "Critical care patients will receive the same level of care regardless of their location in the medical center."
4. No erosion to current staffing matrix: maintain the current STAT RN assignment and add 1 critical care STAT RN 24/7 (Memorial and university) for a total of 2 critical care STAT RNs University and 1 critical care STAT RN Memorial ; add "STAT RNS will not be used for routine staffing."
5. Maternity –
 - in accordance with AWHONN Standards - no more than 3 mother/baby couplets per RN
6. Any units not referenced specifically and all new Units – staffing will be determined at joint Labor Management provided that will not result in a diminished standard of care

4/17/13
2:25 PM

4/12/13 MNA Resource Proposal:

Med-Surg/Tele –

U=3E, 3W, 4E, 4W, 4Admissions, 6E, 6W, 7E, 8W

M=W1, W3, S3, S5, S6

7-3 and 3-11 – no more than 1 patient; starts shift with 0 patients

11-7 – no more than 3 patients

*Stepdown:

U=3Lakeside

M=S2

24/7 – no more than 1 patient; start with 0 patients

ICU's:

U=Lakeside2ICU, Lakeside3ICU, 3ICU, 5ICU, 6ICU, 7ICU

M=CCU, SICU, NICU

24/7 – no assignment

*Emergency Dept including EMH:

U=North, South, Pedi, EMH

M=Main ER

24/7 – no assignment

PEDI - no more than 1 patient starts with 0 patients

*OR:

U=Main OR

M=Main OR

24/7 – no assignment

Hahnemann= OR/PACU/SACU

3 Resource RNs – 1 no assignment, 2 with limited or no assignment

*PACU:

University and Memorial

24/7 – no assignment

Psychiatry:

University -

PTC and 8East

7-3 and 3-11 - no more than 2 patients; starts with 0 patients

11-7 - no more than 3 patients

*Maternity:

Memorial -

Mother/Baby = S4, E4 post-partums, 2 Nurseries,

Labor/Delivery = East 4 (Labor and Ante-partum and Triage)

24/7 - no assignment

Pediatrics:

University - SE

24/7 - No more than 1 patient; start with 0 patients

*SACU (University)/Surgical Admissions (Memorial):

No assignment

Specialty Areas:

Dialysis - by acuity - University and Memorial*

IV - full assignment - University and Memorial

Cath Lab - no assignment - University*

2 Shortstay - no assignment - University

Endo - no assignment - University and Memorial*

IR - no assignment - University and Memorial*

EP Lab - no assignment - University

BMTU - by acuity - University*

Hem Onc/Infusion Center/ACC 6th Floor - no assignment - University

Clinics - maintain current status quo

**status quo*

2/17/13
2/24

MNA Comprehensive Package Proposal

April 17, 2013

1. Staffing -
 - Staffing – MNA/U #44; MNA/M #21 – as modified see attached
 - Resource/Charge RN – MNA/U #4; MNA/M #10- see attached
2. RN Job/Work Protections -
 - Recognition – MNA/U #37; MNA/M #26
 - Subcontracting – MNA/U #3; MNA/M #3
3. Campus Parity -
 - Overtime cancellation – MNA/U #15
 - Vacation coverage – MNA/U #23
 - Cancellation of Travelers – MNA/U #24
 - LOA – MNA/M #19
 - On-call callback pay – MNA/M #30
4. Benefits -
 - Retiree drug coverage – MNA/U #5; MNA/M #6
 - Dental Choice – MNA/U #43; MNA/M #19
5. Wages – MNA/U #38; MNA/M #27 and MNA/M #35

Modify as follows:

Effective January 1, 2012 –

- 1% across the board wage increase and increase all scales by 1%, including per diems

Effective January 1, 2013 –

- 1.5% across the board wage increase including per diem RNs and increase all scales by 1.5%

Effective January 1, 2014 –

- 2% across the board wage increase including per diem RNs and increase all scales by 2%
- Add 2% to step 17

Contract expiration – January 31, 2015