

**NORTH MEMORIAL HEALTH – MAPLE GROVE HOSPITAL AND MINNESOTA
NURSES ASSOCIATION FINAL AGREEMENT FOR A NEW COLLECTIVE
BARGAINING AGREEMENT TO BE FULLY RECOMMENDED BY THE UNION
NEGOTIATING COMMITTEE**

July 8, 2026

North Memorial Health – Maple Grove Hospital and the Minnesota Nurses Association have agreed to the following terms for a collective bargaining agreement to be effective upon ratification and which shall expire on August 31, 2029.

The Terms of the Tentative Agreement for the 2026-2029 collective bargaining agreement between Maple Grove Hospital and MNA are as follows:

5/14/25 Negotiation Session through 7/8/26 Session @ 5 pm

June 11, 2025

Preamble

This collective bargaining agreement (“the Agreement”) is made entered into by and between North Memorial – Maple Grove Hospital (“the Employer”) and the Minnesota Nurses Association (“the Union”).

July 10, 2025

**Article __
Identification**

The Employer will provide badges to identify each nurse as a registered nurse which shall be worn except when impractical by reason of the duty being performed. The nurse is responsible for promptly reporting the loss of the badge to the Security Office. Badges that are worn out due to normal wear and tear or require an updated picture will be replaced at no cost to the Nurse.

**Article __
Non-Discrimination**

Section 1. It is understood that the Employer is an Equal Employment Opportunity / Affirmative Action employer. Both parties agree that they will not discriminate against bargaining unit members because of age, color, creed, culture, disability (physical or mental), ethnicity, familial status, gender identity, national origin, race, religion, sex, sexual orientation, or other legally protected status.

Section 2. There shall be no discrimination by the Association or the Employer against any nurse because of membership or non-membership in the Association or because of the assertion of rights afforded by this Agreement.

Section 3. The parties agree that education and training can be an effective means for advancing their mutual interest in achieving a fully inclusive and equitable workplace. The Employer agrees to continue its commitment to ongoing training and education on Diversity, Equity, and Inclusion.

Article ____ Breakage

It is normally not the policy of the Employer to charge nurses for breakage or loss of equipment. The Employer recognizes that normal wear and tear of equipment is not the responsibility of the nurse and that loss of equipment can happen due to circumstances outside of the nurse's control. However, if there is a pattern of ongoing carelessness or intentional conduct on the part of the nurse which causes breakage or loss, the nurse may be expected to make reasonable compensation to the Employer for lost or broken items and may be subject to additional discipline based on just cause.

August 5, 2025 and amended July 8, 2026.

Article ____ Discipline and Discharge

Section 1. No nurse shall be disciplined without just cause. Following are the forms of discipline:

- Verbal warning (documented in writing)
- Written warning
- Suspension/Final Written Warning
- Discharge

Section 2. The Employer shall normally use progressive discipline but reserves the right to skip steps and impose a more severe level of discipline, up to and including discharge, depending upon the severity of the action for which the discipline is being administered.

Section 3. A nurse participating in an investigatory meeting that reasonably could lead to disciplinary action shall be advised in advance of such meeting and of its purpose. The nurse shall have the right to request and be granted Union representation during such meeting.

August 14, 2025

Article ____ Personnel Files

A nurse shall be allowed to inspect and copy the nurse's personnel record in accordance with Minn. Stat. §181.960 and §181.961. Under the statute, there are certain records which the Employer is not required to make available for inspection and copying.

Article ____
Uniforms

The Employer will provide two sets of scrubs annually to nurses pursuant to the Hospital's uniform (professional appearances) policy, as may be amended from time to time. The Employer will provide laundered scrubs for nurses entering or preparing to enter the OR unit or for infection control. Any material changes to this policy during the term of this Agreement will not be implemented for sixty (60) days to provide nurses the opportunity to comply.

September 15, 2025

Article ____
Orientation

The Hospital and the Association agree that a planned systematic method of orientation to familiarize a newly employed or permanently transferred registered nurse will enhance the quality of patient care. There shall be an orientation program provided which shall be specified in writing and individualized based on the nurse's needs assessment, experience, and unit-specific competencies and position requirements. To that end, the following shall apply:

- A. Length of orientation shall be determined by the Employer and based on the nurse's experience and specific competencies.
- B. Normally, 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 nurse position.
- C. Normally, a nurse shall not serve in the preceptor role unless the nurse has at least one year as a Registered Nurse and three (3) months of experience at the Hospital within the clinical group.

An orientee will not typically share a preceptor with another orientee during the same shift unless a manager determines it would be beneficial for the orientee(s) or is needed for patient-care needs.

- D. When practicable, and excluding surgical services, a nurse shall not be placed in any charge nurse position until the nurse has worked at least one (1) year in that unit, inclusive of orientation time, and demonstrated the competencies which have been specified for the charge nurse position. A manager has the discretion to determine whether prior charge nurse experience counts toward the one-year requirement. A nurse must be provided unit-specific charge orientation shifts for their home unit.
- E. A nurse shall stay on the unit for one year after completion of orientation before transferring to another unit unless mutually agreed upon by the nurse and the manager.

- F. If a nurse requests to transfer to another unit and has received corrective action at the written warning level or above within the past twelve (12) months, they will be required to stay on the unit for one (1) calendar year after receiving the corrective action, unless the current and new managers agree to the transfer.

Article __
Probationary Period

All new employees shall be considered probationary employees for the first one hundred twenty (120) days of their employment. This probationary period may be extended at the Employer's discretion by any absences of longer than two (2) consecutive weeks taken by the employee. The Employer shall be the sole judge of performance during the probationary period and the union recognizes the Employer's right to discipline or terminate an employee any time during the probationary period with or without cause and at its sole discretion. Prior to terminating a nurse during this probationary period, the Employer will provide the nurse with written documentation regarding the performance concerns. Such documentation is not required for instances of serious misconduct. Further, the discipline or termination of an employee during the probationary period shall not be subject to the grievance or arbitration procedure of this Agreement nor to requests for information by the union concerning the reasons or circumstances with respect to discipline or termination of an employee during the probationary period or matters directly or indirectly related thereto.

The probationary period may be extended for a period of thirty (30) additional days by mutual agreement between the Association and the Employer.

Probationary employees shall have no seniority including seniority among other probationary employees. An employee who successfully completes the probationary period shall then begin to accrue seniority and that seniority shall be computed from the first date employed in the Employer's facility.

September 25, 2025

Article __
Accommodation of the RN

The Union will waive the posting requirements relative to selected new or existing open positions which would allow the Hospital, in its sole discretion, to reasonably accommodate a qualified nurse with a disability who is currently a member of the bargaining unit in a bargaining-unit position.

A nurse who cannot be accommodated in a bargaining-unit position retains bargaining-unit seniority for all purposes for one (1) year after the Hospital has determined that an accommodation is not possible within the unit. The nurse shall be given preference in returning to any new or existing open bargaining unit position within one (1) year where the nurse is qualified and can be reasonably accommodated.

Article ____
Rights of the Chemically Dependent

Nurses shall be covered by and subject to the Employer's Drug, Cannabis and Alcohol Testing for MNA Registered Nurses and shall comply with state law. The Employer will provide the Union with at least 30 day's notice in the event it amends the policy.

Article ____
Temporary Nurses

Temporary nurses shall be used only as a supplement to and not in lieu of Hospital registered nursing staff.

October 1, 2025 (as amended June 23, 2026)

Article ____
Labor/Management Committee

A Labor Management Committee shall be established consisting of an equal number of representatives designated by the Hospital (not to exceed six) and representatives designated by the bargaining unit (not to exceed six, including Minnesota Nurses Association staff).

The purpose of the Committee shall be to develop a better understanding between leadership and members of the bargaining unit, to assist in working out mutual concerns, to consider suggestions of the bargaining unit and management relative to the delivery of patient care, and to facilitate communication between the parties.

Nurses selected to serve on this Committee will be kept whole from loss of pay for regularly scheduled work hours lost because of serving on the Committee.

The Committee shall meet as necessary and no less than quarterly and minutes will be made available to staff and administration. The agenda for each meeting shall be agreed upon in advance of the meetings. The Committee may choose to commission *ad hoc* groups to perform specific work related to particular issues involving, for example, staffing and scheduling issues, health and safety issues, and practice.

Issues related to staffing and scheduling shall be standing agenda items at Labor Management meetings.

The Hospital will dedicate an employee to take detailed meeting minutes. The Hospital will share the meeting minutes prior to the next Labor Management meeting with the designated LMC members for review and correction. At the beginning of each Labor Management meeting, the parties shall review and approve the prior meeting minutes. LMC minutes and agreements will be made available to nurses in the Human Resources section of the employer intranet. The Hospital and the nurses will work together to ensure that Committee members are taken off the schedule during Labor Management meetings.

Article ____
Unit Councils

Each unit shall have a Unit Council. Unit Council guidelines and membership to be reviewed in Labor Management Meetings.

October 7, 2025

Article ____
Health and Safety

- A. The Employer is committed to the safety of all employees, the protection of work areas and the office working environment and facilities, adequate safety education, necessary safety practices, and accident prevention. It shall be the responsibility of all nurses to cooperate in programs to promote safety to themselves, to other employees, and the public, and also to comply with all Employer rules, policies, and procedures intended to promote and ensure safety, including the proper use of all safety devices.
- B. The Employer and the Union are committed to a work environment that is free from hostile, abusive, and disrespectful behavior.
- C. In the event that nurses covered by this Agreement have a reasonable likelihood of occupational exposure to bloodborne pathogens as part of their job duties, the Employer shall comply with applicable OSHA rules regarding offering the Hepatitis B vaccine to such nurses. In the event that the Employer requires nurses covered by this Agreement to be screened or tested for tuberculosis based upon requirements established by the MDH, OSHA, or MN-OSHA, the Employer will provide or make available such screening or testing to such nurses without cost to the nurses. In the event that the Employer intends to require that the nurses receive new immunizations against some new infectious disease(s), it shall provide the Union with notice and an opportunity to bargain prior to implementation.
- D. The Employer shall provide to employees personal protective equipment (PPE) that is necessary to comply with OSHA standards.
- E. When infectious or contagious diseases are diagnosed or suspected, upon request of the Union, representatives of the Employer shall meet with representatives of the Union to determine what steps, if any, are necessary to safeguard the health and safety of the nurses. The Employer shall maintain an infectious disease program and policies in compliance with state and/or federal laws and with consideration of Centers for Disease Control (CDC) guidelines. Policies and procedures related to infectious diseases shall be readily accessible to employees.
- F. In the event of a government-declared pandemic or epidemic, the Hospital agrees to meet with the Union to discuss essential nursing care, PPE and any emergency staffing plan.

G. Workplace Violence Prevention. The Employer will have a trained response team(s) that will respond to all emergency situations where physical violence or the threat of physical violence or verbal abuse occurs. The Employer shall provide workplace violence training to each nurse upon hire and on an annual basis thereafter. Best practices for annual workplace violence training will be reviewed and implemented by the Labor Management Committee.

The Hospital will develop a process for a risk assessment upon admission to determine potential violence from patients and develop and communicate a therapeutic plan of care as appropriate. The electronic medical record shall have a notification feature to alert staff opening a record that the patient has a history of violence toward staff or other patients.

The Hospital shall continue to evaluate available technology, visual cues and other reasonable means available to alert staff that a patient, patient's family member or visitor has a history of violence on the Hospital campus, and will implement such tools that the Hospital determines to be suitable.

Hospital security will be alerted and engaged as appropriate to support and promote a safe work environment. Nurses are encouraged to contact the Hospital security team as needed for support and assistance to prevent and/or respond to incidents of workplace violence. Upon the request of a nurse, the Hospital shall provide a security staff escort for the requesting nurse to their personal vehicle parked on the hospital campus before, after, or during their work shift.

The Hospital will notify staff working on the premises if there is an active threat that creates a hospital-wide lockdown. Staff will be given instructions that include actions to be taken for the protection and well-being of patients, families, and themselves.

Nurses are encouraged to report all incidents of workplace violence. A nurse who has been assaulted at work and is unable to continue working will be given the opportunity to be free from duty without loss of pay for the remainder of that shift. The Hospital will extend reasonable cooperation to any nurse assaulted in the workplace who chooses to exercise their rights under the law, including being released from a scheduled work shift in order to testify at a court hearing stemming from the incident.

Upon receipt of verifiable medical certification confirming physical injury necessitating additional time off beyond the day of the incident, the Hospital agrees to grant the nurse up to three consecutive calendar days off without loss of pay immediately following the date of the incident, in the form of paid administrative leave. Furthermore, the incident of workplace violence must be reported by the nurse in order to be eligible for any paid administrative leave. However, if a report is made more than three days after the event (but in no event later than ten days) administrative leave may be provided retroactively.

January 21, 2026

**Article ____
Leaves of Absence**

Section 1. Bereavement Leave: Bargaining unit nurses are eligible for bereavement leave on the same basis as non-contract employees.

Section 2. Medical Leave: Bargaining unit nurses are eligible for leaves of absence (LOA) consistent with the Employer's Leave of Absence policies. A LOA without pay may be granted to any nurse for personal illness, injury, or disability at the discretion of the employer.

The Employer will provide eligible bargaining-unit nurses with any leave required by federal, state, and local law, including, but not limited to, the Minnesota Pregnancy and Parental Leave Act, Family Medical Leave Act, parental school leave, military leave, and unpaid medical leave.

Effective January 2026, or as soon thereafter as the Minnesota Paid Family and Medical Leave law (MNPFML) becomes effective, eligible employees covered by MNPFML will be granted paid leave consistent with the requirements of the law and consistent with the Employer's policies.

Effective January 1, 2026 (or as soon thereafter as the law goes into effect) the Employer will pay fifty percent (50%) of the premiums required by Minnesota Statute § 268B.14, subd. 3 and employees will pay fifty percent (50%) of the premiums through payroll deduction from their wages to the extent that any such premiums are payable due to work performed in MN, pursuant to Minnesota law.

All leaves, whether paid or unpaid, and whether covered by FMLA, MNPFML, or as provided in this Agreement, will run concurrently to the extent permitted by law.

All paid leave time provided for in this Agreement may be utilized as a supplemental benefit by employees who qualify for the Minnesota Paid Family Medical Leave program to the extent permitted under Minnesota Statute Chapter 268B. Employees choosing to supplement PFML benefits with available paid time off may only supplement to the extent that it results in 100% of the regular wage or salary of the employee.

Section 3. Jury Duty: Eligible employees covered by this Agreement shall be eligible for jury duty leave on the same basis as non-contract employees.

Section 4. Military Leave: A Military Leave of Absence will be granted in accordance with the Uniformed Services Employment and Reemployment Rights Act of 1994, as amended, and the Minnesota Family and Medical Leave Act.

Section 5. Union Activities: Bargaining unit members shall be paid for time spent in attendance at designated Labor Management meetings and shall accrue hours for the purposes of seniority as well as contractual benefits.

Nurses serving on the MNA Negotiating Committee who, as a result of bargaining, lose their authorized number of shifts in a pay period shall remain whole for purposes of benefit hours credit. Such credit shall include, but is not limited to, seniority, retirement, PTO, and personal holiday accrual.

No more than four (4) nurses elected or appointed to an Association office, committee, or as a delegate to the MNA or NNU Convention shall be granted reasonable leave without pay to attend these meetings and conventions, so long as least 30 days' notice is provided. No more than one (1) nurse from any single department shall be granted such leave at the same time.

February 4, 2026

Article ____
Confirmation of Employment

Upon employment by the Employer, the nurse will receive a written offer of employment stating the job classification or job title, start date, department(s), wage rate, experience credit, shift length, weekend obligation, call obligation, and FTE.

Should the Employer determine that Hospital needs require changes to a nurse's shift, weekend obligation, call obligation, or FTE, the Employer will provide the impacted nurse(s) and the Union with a 60-day notice, which includes the reasons for the change(s) prior to implementation to allow for discussion and will review the Rolling Request Forms to evaluate if any volunteers for the change are available.

Article ____
Vacant Positions

If two or more qualified nurses apply for a position, the position will be awarded to the most qualified applicant as determined by the Employer. If the qualifications of the most qualified applicants are equal, preference shall be given to the nurse employed by the Hospital over a nurse not employed by the Hospital. If the qualifications of the most internal qualified applicants are equal, the position will be awarded to the nurse with greater seniority within the bargaining unit.

Nothing in this Article shall require the Employer to employ a nurse in a position for which they are not qualified, and the Employer shall have the right to make the final determination on qualifications. If a less senior nurse is awarded a position over a more senior nurse within the bargaining unit, the Employer will provide an explanation upon request for why the less senior nurse's qualifications surpass that of the more senior nurse. The Employer's determination regarding a nurse's qualifications is not subject to the Grievance and Arbitration procedure of Article ____.

March 4, 2026

Article ____
Hours of Work

The basic work period shall be eighty (80) hours to be worked during a period of two (2) weeks (fourteen [14] consecutive days). The regular workday will be eight (8), ten (10), or twelve (12) hours.

Section .1 Overtime. Nurses shall be paid at one and one-half (1½) times their regular rate of pay for all hours worked over forty hours per workweek. Nurses shall be paid two (2) times their regular rate of pay for all hours worked in excess of twelve (12) consecutive hours only in circumstances when a nurse works thirteen (13) consecutive hours or more. For example, a nurse who works 45 minutes past their 12-hour shift will not receive double time. A nurse who works 70 minutes past their 12-hour shift shall receive double time for the entire 70 minutes. There shall be no duplication or pyramiding of overtime.

Only hours actually worked shall count as hours worked for purposes of overtime. PTO hours used, jury duty, bereavement leave, holiday pay, and any and all other forms of paid leave (and/or unpaid leave) shall not count as hours worked for purposes of overtime.

No nurse shall be disciplined for refusing to work overtime. A nurse will not be required to work greater than sixteen (16) consecutive hours except where they have call shifts.

Section .2 Definition of a Shift. A day shift shall be defined as any shift that starts before 11:00 a.m. An evening shift shall be defined as any shift that starts at or after 11:00 a.m. The 9:00 a.m. to 9:30 p.m. shift shall be considered an evening shift. A night shift shall be defined as any shift that starts at 7:00 p.m. or after.

Section .3 Breaks. Each unit shall have an established break plan.

Rest breaks. Nurses will receive a fifteen- (15) minute paid rest period for each four (4) consecutive hours worked.

Meal periods. Nurses working a shift of at least eight (8) hours will be provided a thirty (30) minute unpaid meal break.

Section .4 Scheduling. The six- (6) week work schedule or four- (4) week work schedule, depending on the department, shall be posted at least fourteen (14) days prior to the first day covered by the work schedule. With the exception of Surgical Services, the Hospital will make reasonable efforts to assign nurses to a flexible-pattern schedule at the time of hire and to maintain nurses' existing schedules. A flexible-pattern schedule shall be defined as a consistent weekend rotation, but weekday shifts may change to meet the needs of the unit. In the event that any changes are made to a nurse's schedule, the nurse will be notified prior to the schedule being posted.

Section .5 Open Shifts.

Open shifts on a published schedule shall be filled in the following order:

1. Regularly scheduled non-overtime nurses
2. CPT non-overtime
3. Incentivized shifts
4. Overtime shifts
5. Agency

An agency nurse working under a contract shall be scheduled for the duration of their contract to their scheduled FTE. The above open shift section shall not apply to their contractually scheduled hours.

The above RNs shall be given a minimum of a two (2) hour advance notice of cancellation for any shift of work for which the nurse has agreed to work.

In the interest of patient safety, except in the case of an emergency, a nurse may not work double shifts more than three days in a row, unless by mutual agreement. For purposes of this section, for a nurse working a twelve- (12) hour shift, working an additional four (4) hours (or more) shall constitute a double shift.

Except in the case of an emergency, a nurse may not work more than one hundred twenty (120) hours in a two- (2) week pay period.

Section .6 Scheduling Earned Time Off

The primary factor governing the scheduling of earned time off is the availability of nurses to provide patient care on each nursing unit. Time-off scheduling also considers the number of nurses that can be gone at the same time. A minimum of two nurses may take vacation time per shift on in-patient units (including the Emergency Care Center), as patient care and staffing needs allow. This time-off allowance does not apply to Surgical Services, which includes Procedural Services, the OR, PACU, and PCC. For purposes of this Section 6, ICC and Med/Surg are considered one in-patient unit.

Requests for time off can be submitted at any time but will not be reviewed until the first week of the month that is six (6) months prior to the day requested and all days will be looked at for that whole month. All requests submitted six (6) months prior to the scheduling period shall be considered as simultaneous requests. If patient care does not allow granting of all time off requests for a particular time period and such conflict is not resolved on a mutually agreeable basis among the nurses involved, the time off shall be given to the nurse making the earlier request for such time off. In the case of simultaneous requests, the nurse with the most compensated hours in the bargaining unit shall be given preference. Any requests after the first week of the rolling six-month period will be awarded on a first-come, first-served basis and as patient needs require.

Section .7 Scheduling Summer Time-Off

The Employer shall develop a process for granting time off between Memorial Day through Labor Day. The process provided in Section 6 will be paused during summer time-off scheduling.

By February 1, the Employer shall provide a schedule of dates/times available to request summer time off. Summer time-off requests will be approved or denied by March 1. Nurses will be able to view available sign-ups on their unit as well as a list with each person's date of hire and hours worked.

PTO requests in Round 1 shall be based on seniority. For nurses in Surgical Services, the Round 1 PTO request cannot exceed half of a nurse's FTE (rounded up to a whole shift). For nurses in inpatient units (including the Emergency Care Center), the PTO request cannot exceed hours equivalent to a nurse's FTE.

If a unit has available vacation hours during this period available after completion of a Round 1 of the signup process, a second round of the sign-up process will occur, during which remaining vacation slots during the above period may be requested and will be granted based on seniority, up to the nurse's FTE.

If there are still remaining vacation slots after the two rounds, the regular vacation process shall be applied.

Section .8 Weekend Schedules

Registered Nurses may request vacation time on two weekends per calendar year if they are regularly scheduled to work every third weekend, three weekends per calendar year if they are regularly scheduled to work every other weekend and one weekend per calendar year if they are regularly scheduled to work every four (4) to six (6) weekends. OR nurses not working permanent weekends may request one weekend off per calendar year.

No nurse may request more than one weekend off between Memorial Day and Labor Day.

Section 9. Rolling Request Form

1. Each unit will implement an electronic rolling request form, accessible to all staff.
2. The rolling request process may be utilized for changing FTE, Weekend Rotation, Shift Rotations, and Length of Shift.
3. Rolling request forms will be reviewed and granted based on unit need and availability for current nurses in the bargaining unit prior to hiring new positions. Requests will be granted based on seniority, which is defined as total compensated hours.

Article ____ Grievance Procedure

A grievance shall be defined as any dispute relating to the interpretation of or the adherence to the written terms and provisions of this Agreement.

Step 1. The nurse will informally discuss the grievance with the nurse's department leader.

Step 2. If the grievance is not resolved at the time of the Step 1 informal discussion, it shall be reduced to writing and submitted to the Hospital's Labor Relations Department. The written grievance must be submitted to the Employer within twelve (12) workdays after the date of the occurrence.

Within twelve (12) workdays following receipt of the grievance by the Employer, representatives of the Employer and the Union shall meet in an attempt to resolve the grievance. The time for said meeting may be extended by mutual agreement.

Within twelve (12) workdays following the Step 2 meeting, the Employee shall submit a written reply to the Union.

Step 3. If the grievance is not resolved in Step 2, either the Employer or the Union may refer the matter to arbitration. Any demand for arbitration shall be in writing and must be received by the other party within twelve (12) workdays following receipt by the Union of the Employer's written reply to the grievance.

A representative of the Employer and a representative of the Union shall attempt to agree on a neutral arbitrator. In the absence of agreement, the arbitrator shall be selected from a "Metropolitan" list (125-mile radius) of nine (9) neutral arbitrators to be furnished by the Federal Mediation and Conciliation Service (FMCS). The party demanding arbitration shall strike first. The parties shall then alternately strike one name until eight names have been eliminated, and the one person whose name remains shall be the selected arbitrator.

The authority of the arbitrator shall be limited to making an award relating to the interpretation of or adherence to the written provisions of the Agreement, and the arbitrator shall have no authority to add to, subtract from, ignore or modify in any way the terms and provisions of this Agreement. The award of the arbitrator shall be confined to the issues raised in the written grievance, and the arbitrator shall have no power to decide any other issues. The award of the arbitrator shall be final and binding upon the Union, the Employer, and the individual employee filing the grievance. The fees and expenses of the neutral arbitrator shall be divided equally between the Employer and the Union.

The time limitations set forth herein relating to the time for filing a grievance and demand for arbitration shall be mandatory. Failure to follow said time limitations shall result in the grievance being permanently barred, waived, and forfeited and it shall not be submitted to arbitration. The time limitations provided herein may be extended by mutual written agreement of the Employer and the Union.

At any time in the grievance procedure, the parties may mutually agree to enter into mediation as an alternate means to resolve the controversy. During the mediation process, the time limits in this Section shall be suspended. Mediators from the Bureau of Mediation Services or the Federal Mediation and Conciliation Service shall be used unless the parties mutually agree to another source. No official records of the mediation sessions will be kept or distributed except that any agreement reached shall be reduced to writing. No discussions, actions, proposals, or anything said or done by either party or the mediator, either verbally or in writing, may be presented at arbitration. A request for mediation shall not alter the deadline for making a timely demand for arbitration.

Article ____

Floating

Nurses may be required to float due to patient acuity/census fluctuations. No nurse shall be required to float during the nurse's orientation period, unless the nurse is clinically competent to work on that unit. No nurse shall be expected to float during the twelve (12) weeks immediately after completion of orientation, unless the nurse is clinically competent to work on that unit.

Orientation to float to a new unit shall include sufficient shifts for a nurse to document completion of the unit-specific competency checklist.

Nurses on Med/Surg units may be assigned to Med/Surg patients on other units. Such an assignment is not considered to be floating. Such an assignment shall be counted as floating for purposes of rotation only.

Nurses may be assigned to Helping Hands, which is not considered to be floating. Helping Hands shall be counted as floating for purposes of rotation only. Nurses assigned to Helping Hands will not have a direct patient care assignment; duties shall include but are not limited to: completing vital signs, I&O, personal and oral hygiene, linen change, room order, assist with transfers, positioning and ambulating patients. Nurses may be partnered with an RN from the assigned unit and they may go to multiple units based on patients' greatest care needs.

An RN assigned to a preceptor shift will not be floated during that shift, except by mutual agreement.

May 6, 2026

Salary and Increments

The basic minimum salaries by classification and the increments through the years of employment shall be shown on the attached Salary Chart. Effective the first day of the first full pay period commencing on or after June 1, 2026, nurses shall receive a 4% across-the-board increase. Effective the first day of the first full pay period commencing on or after June 1, 2027, nurses shall receive a 3% across-the-board increase.

June 23, 2026

Article ____ Educational Development

Eligibility and terms for tuition and continuing education reimbursement shall be under the same terms and conditions as non-contract employees, as those terms and conditions may be modified from time to time by the Employer.

During the term of this Agreement, the Employer will reimburse up to a maximum of \$3,000 per calendar year for pre-approved continuing education, which may include college credit courses, continuing education unit courses, seminars, conferences, and certification/recertification tests.

Article ____ Low Need and Layoff

A. Low Need

Before a low-need is given, the department will contact other care centers/departments to determine if there are needs elsewhere. Should a need exist in another department, and the nurse has the skill set required, the nurse may be scheduled to work in that area.

Each department shall maintain a process for separately tracking Voluntary Low Need and Mandatory Low Need and will follow the order of the process below:

Section 1. Floating in Lieu of Low-Need. If low-need reductions are needed, nurses will float to available assignments in other units for which they are oriented or otherwise qualified. Nurses shall be assigned to take a Helping Hands shift as available and applicable.

Section 2. Cancelled Shifts. Before low-need shall be offered or mandated, and after nurses have been assigned to float or to take a Helping Hands assignment, the following shall be cancelled in the order below:

1. Agency (non-contracted)
2. Overtime shifts
 - a. If a nurse is working a regularly scheduled shift but is in overtime status, the regularly scheduled nurse in overtime status shall have priority to work over another nurse on overtime status who also is receiving unscheduled weekend and/or incentive pay.
3. Incentive shifts
4. Open Shifts
 - a. If there are multiple open shifts that were picked up, the last shift to be picked up is the first shift to be cancelled.
5. Casual (CPT) nurses

Section 3. Voluntary Low-Need. The Employer may, on a day-to-day basis, offer individual low-need days to full-time and part-time nurses. A nurse who takes voluntary low-need hours shall take those low-need hours without pay unless the nurse elects to use accrued and unused paid time off. Benefit-eligibility, benefit accruals, and seniority hours accrual shall continue while a nurse is in low-need status.

Section 4. Mandatory Low-Need Days. In the event the Hospital requires mandatory low-need, each department will assign mandatory low-need on a rotating basis unless operational needs dictate otherwise (e.g., a specific skill set is required in a particular care center/department on that particular day).

No regularly scheduled nurse shall be required by the Employer to take more than seventy-two (72) hours per calendar year.

Each department shall keep record of who was required to take a mandatory low-need to ensure an appropriate rotation among the nurses in the department.

A nurse to be assigned low-need shall be given a minimum of two (2) hours advance notice before the beginning of the shift. A nurse assigned low-need during a shift shall not need advance notification.

A nurse who is mandated to take low-need may be placed on off-premises call, in the Hospital's discretion. Such a call shift shall count as a mandatory low-need, **unless the nurse is called back to the Hospital within four (4) hours.**

B. Layoffs

In reducing the number of employees, the Hospital shall determine the number of positions that will be reduced. The Hospital shall provide the Union and an affected nurse with not less than fourteen (14) calendar days' notice of any layoff or pay in lieu thereof.

If the Hospital implements layoffs, the determination of which employees shall be laid off will be first based on the employees' skills and qualifications and shall not have the effect of depriving patients of needed nursing service. When the Hospital determines that these factors are substantially equal, seniority shall be used in determining which employees within the department will be laid off. When seniority is the determining factor, layoffs shall be in the inverse order of seniority by department classification.

Nurses on layoff status shall retain recall rights for a maximum of twelve (12) months from the date of the layoff. Nurses shall be recalled from layoff in the reverse order of layoff based on the needs of the Hospital. Nurses recalled from layoff will be given fourteen (14) calendar days' notice of the recall via e-mail and U.S. Mail. Employees on recall status must provide the Hospital with their most current email, phone number, and mailing addresses. In the event that a recalled nurse fails to make themselves available for work at the end of the 14-day period, the nurse shall lose the right to be recalled to their former position.

July 8, 2026

Article ____
No Strike No Lockout

Section 1. During the term of this Agreement there shall be no strikes, sympathy strikes, work stoppages, slowdowns, intentional interruption of work, delays or suspension of work of any nature, or other acts that interfere with the Employer's operations or the care of its patients by the union, its officers, agents or members, or by the employees.

Section 2. During the term of this Agreement there shall be no lockout of any employees by the Employer.

Article ____
Management Rights

The management of the Employer and the direction of the working forces shall be vested solely and exclusively in the Employer, except as specifically limited by the express written provisions

of this Agreement. This provision shall include, but is not limited to, the right to determine the quality and quantity of work performed; to create new job classifications and eliminate existing job classifications; to assign and delegate work; to determine the work which employees are to perform; to discipline employees; to implement, revise, and enforce work rules and other policies; to determine the work schedules for employees and the hours to be worked; to establish the hours of work (number of hours and starting and end times); to determine the number of employees to be employed; to lay-off employees; to hire, classify, transfer, and promote employees; to establish the qualifications for various positions and job assignments; to evaluate employees and to determine the qualifications, aptitude, and/or ability of employees for assignment to, employment in, or promotion to the various positions, job assignments and categories of bargaining unit RNs; to discontinue (either temporarily or permanently) some or all of the Employer's operations; to transfer or relocate some or all of the Employer's operations; to determine the methods of compliance with federal and state statutes and regulations affecting the Employer's operations; to maintain and improve efficiency; to enter into contracts for the furnishing and purchasing of supplies and services; to change, modify, or discontinue existing operating methods and the equipment used; and to determine the products and services offered.

Article **Holidays**

Section 1. Eligibility and Time Periods. Six (6) paid holidays will be recognized for full-time and regular part-time nurses: New Year's Day, Memorial Day, the Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day. Easter counts as a holiday for purposes of pay only.

Holiday pay begins at 11:00 p.m. on the eve of the holiday and ends at 11:00 p.m. on the day of the holiday, with the exception of Christmas Day and New Years Day. Holiday pay for Christmas begins at 11:00 p.m. on December 23 and ends at 11 p.m. on December 25. Holiday pay for New Year's Day begins at 3:00 p.m. on December 31 and ends at 11 p.m. on January 1.

Section 2. Personal Holidays. Full-time nurses shall be provided with two (2) personal holidays each calendar year, to be used at a time mutually agreed-upon between the nurse and the Hospital. Personal holidays shall not be carried over annually if unused.

Section 3. Holiday Premium Pay. If a nurse works on Easter, Memorial Day, Independence Day, Labor Day, or Thanksgiving, they will be paid a holiday premium of 2.0x the regular rate of pay for the hours worked. If a full-time nurse works on any of the five holidays listed in this Section 3, they will be paid the appropriate holiday premium pay and will be given a regular day off paid at the nurse's regular rate of pay. This day off must be mutually agreed to and taken in either the pay period directly before or after the holiday.

Section 4. Christmas and New Year's Premium Pay. If a part-time nurse works on the Christmas or New Year's holiday period, they will be paid a holiday premium of 2.5x of the regular rate of pay for the hours worked. If a full-time nurse works on the Christmas or New Year's holiday period, they will be paid a holiday premium of 2x the regular rate of pay for the hours worked and

will be given a regular day off paid at the nurse's regular rate of pay. This day off must be mutually agreed to and taken in either the pay period directly before or after the holiday.

Section 5. Holiday Schedules. With the exception of Surgical Services, if a holiday falls on a scheduled shift in a nurse's block or pattern, the nurse shall work the holiday. Each department in Surgical Services shall develop a holiday scheduling process, based on seniority.

Should there be an option for a holiday to be requested off, holidays off will be granted in seniority order, based on compensated hours. Requests for PTO use on Holidays shall follow Hours of Work, Section [].6; Scheduling Earned Time Off; and [].7 Scheduling Summer Time Off.

Article ____

Paid Time Off (PTO)

Section 1. Full-time and regular part-time nurses with an authorized FTE of 0.45 or greater will receive paid time off (PTO) benefits under the same terms and conditions as non-contract employees, as those terms and conditions may be modified from time to time by the Employer.

Eligible bargaining unit nurses will accrue sick and safe time (ESST) on the same basis as non-contract employees. Any changes in the non-contract ESST policies during the term of the Agreement shall also apply to members of the bargaining unit.

Section 2. Notwithstanding the language set forth in Section 1, Section 3 shall apply during the term of the [DATE to DATE] Agreement.

Section 3. The following PTO accrual and carryover schedule will be in effect for nurses who are eligible to accrue PTO.

Years of Service	Accrual Rate per Hour Worked	Maximum Annual PTO Accrual	Maximum PTO Carryover
DOH to 5 years	.09231	192 hours	192 hours
5 to 10 years	.11154	232 hours	232 hours
10 to 15 years	.13077	272 hours	272 hours
15 to 20 years	.13462	280 hours	280 hours
20+ years	.13846	288 hours	288 hours

Section 4. Current PTO scheduling and requests for time off guidelines will be documented by each department with input from the nurses. Modifications to the guidelines may be discussed in LMC.

Article ____

Wages

Section 1. Salary and Increments. The basic minimum salaries by classification and the increments through the years of employment shall be shown on the attached Salary Chart. Effective the first day of the first full pay period commencing on or after June 1, 2026, nurses shall receive a 4% across-the-board increase. Effective the first day of the first full pay period commencing on or after June 1, 2027, nurses shall receive a 3% across-the-board increase.

Section 2. Recognition of Prior Experience. Upon the employment by the Employer of a nurse who has had prior experience as a professional nurse (including prior experience as a professional nurse outside of the United States), either in some other hospital or during a period of prior employment in the Hospital, the Employer will review and evaluate the experience and qualifications of such nurse and assign such credit on the Salary Chart as the Employer deems reasonable to the previous experience of the nurse.

Section 3. Recognition of Non-RN Experience. A licensed practical nurse or other employee who completes the educational and licensure requirements and becomes a registered nurse and who continues employment at the Hospital, but within this bargaining unit, shall maintain their earned benefit time. Seniority for purposes of low-need days and layoff shall begin to accrue as of the date the employee commences employment as a registered nurse.

An RN shall receive a fifty percent (50%) salary credit for all hours worked as licensed practice nurse (LPN) or as an emergency medical technician (EMT)/paramedic. An RN who was formerly a certified surgical technician and who will be moving directly to a position as an RN in the operating room will receive a fifty percent (50%) salary credit for all hours for all hours worked as a certified surgical technician in an operating room.

An RN who was formerly a nursing assistant will receive twenty-five percent (25%) salary credit for all hours worked as a nursing assistant in an acute-care setting.

The maximum salary credit given to applicants with non-RN prior experience is five (5) years.

Section 4. Patient Care Facilitator. When a registered nurse is hired into the role of a Patient Care Facilitator (PCF), the nurse shall be paid an additional three dollars and twenty-five cents (\$3.25) per hour for all compensated hours.

Section 5. Team Lead (Charge Nurse) Differential. A nurse recognized by the Employer to be acting in a team lead/charge capacity on any shift of work for at least four (4) hours shall be paid an additional two dollars and seventy-five cents (\$2.75) per hour for all hours worked in that capacity.

Section 6. Precepting Differential. RNs who are precepting newly hired RNs will receive an additional two dollars and seventy-five cents (\$2.75) an hour for all hours spent precepting. Nurses working in the PCF or lead/charge role do not receive preceptor pay.

Section 7. Float Differential. Float Pool RNs will receive a differential of two dollars (\$2.00) per hour.

Section 8. Shift Differentials. Nurses rotating to the evening shift (as defined in Article ___, Section 2) shall be paid an hourly shift differential at the rate of one dollar and twenty-five cents (\$1.25).

Nurses rotating to the night shift (as defined in Article ___, Section 2) shall be paid an hourly shift differential at the rate of two dollars (\$2.00).

A nurse shall receive a weekend shift differential rate of one dollar and twenty-five cents (\$1.25) per hour for each hour worked after 3:00 p.m. Friday through 7:00 a.m. Monday.

A nurse who is assigned a straight evening shift shall be paid an hourly shift differential of two dollars seventy-five cents (\$2.75).

A nurse who is assigned a straight night shift shall be paid an hourly shift differential of four dollars (\$4.00).

Section 9. Transport Role. When a registered nurse is acting in the role of a Transport Nurse, they shall be paid an additional one dollar and fifty cents (\$1.50) for all hours worked in that capacity.

Section 10. Bonus for Extra Unscheduled Weekend Shifts. Full-time and regularly scheduled part-time nurses who work an extra unscheduled weekend shift shall be paid an additional twelve dollars and fifty cents (\$12.50) per hour worked. This bonus applies to all shifts worked between 3:00 p.m. Friday and 7:00 a.m. Monday. Any weekend callback during the weekend period designated for unscheduled weekend bonus will be paid the bonus only for hours worked. The weekend bonus shall not be paid if additional shifts are scheduled as a result of nurses voluntarily exchanging or giving away hours.

Section 11. Reporting Pay. A nurse who reports to work for a scheduled shift shall be paid four (4) hours of pay at straight time. This reporting pay shall not apply if a nurse is called off the shift with two hours' notice.

Section 12. Pay for Certification. Annually on June 1 of each year, the Employer shall pay a bonus of four hundred dollars (\$400) to any nurse who holds current certification by examination from a recognized and reputable national nursing specialty organization. The Employer will pay for no more than two (2) certifications annually with a maximum of eight hundred dollars (\$800.00). To receive these bonuses, the nurse shall, prior to June 1, provide to the Employer a copy of certification. This annual certification bonus shall be paid to the nurse for the respective length of certification. All nurses employed on June 1 of each year who are certified will be paid the bonus.

A current list of recognized certifications is available on the North Memorial intranet.

Section 13. Loyalty Bonus. A loyalty bonus based on years of service at Maple Grove Hospital will be paid to RNs. The bonus will be paid on the registered nurse's date of hire anniversary. The bonus will be paid as follows:

15 – 19 years	\$1,000
20 – 24 years	\$1,500
25– 29 years	\$2,000
30 – 34 years	\$2,500
35 – 39 years	\$3,000
40+ years	\$3,500

Any nurse who becomes eligible for the loyalty bonus will receive an annual prorated bonus based on their previous six (6) months average authorized hours.

Section 14. Bonuses. The Union agrees the Employer may, from time to time, implement in its discretion, a staffing incentive bonus program, hiring bonus program, a retention bonus program, and/or a referral bonus program which the Employer shall select and on such terms as the Employer will determine. Further, the Union agrees that the Employer may eliminate any such incentive, hiring, retention, or referral bonus program in its discretion. The Employer agrees to provide ten (10) days' notice in advance of any new bonus implementation or discontinuation to the Union and meet upon request.

Section 15. Call Pay. For departments that require call shifts, call shifts (both on-premise and off-premise) may be attached to a work shift.

Required Off-Premise On-Call Pay

A nurse shall be paid at the hourly rate of seven dollars and seventy-five cents (\$7.75). Such on-call time shall not be considered hours of work for the purpose of determining overtime pay.

Off-premise on-call hours shall be counted at the conclusion of each W-2 year at the rate of one-half (½) of the on-call hours paid.

Required On-Premise On-Call Pay

Nurses who are required to remain on Hospital premises during on-call duty shall be paid at the hourly rate of fourteen dollars and fifty-five cents (\$14.55).

Holiday On-Call Pay

Nurses on-call, either on- or off-premise, on any of the recognized holidays, shall receive an additional fifty cents (\$0.50) per hour above the applicable on-call rates. When an RN is required to report to duty on a holiday, they will be paid at the holiday rate for those hours worked regardless of full- or part-time status.

Section 16. Procedural Areas Call-In Payment Guidelines for Registered Nurses

These provisions apply only to the designated call person. Other staff who work or come in extra are paid according to the applicable sections of the contract.

1. If the designated call person is called to work, they will be paid a minimum of four (4) hours pay at the regular or overtime rate, whichever is applicable.
2. Start time for callback pay is at the point of arrival.
3. If the designated call person is called in again during the original four- hour window of pay and completes their work during the original four hours paid, they will not receive additional pay.
4. If the designated call person is called in again during the original four-hour window and they stay thirty (30) minutes or more beyond the original four hours paid, they will receive an additional four hours of pay as in the following example. The call person who goes into a second four-hour window is expected to stay to complete that case.

Example:

Punch In 12 a.m.	Punch Out 1 a.m.	Punch In 2 a.m.	4 a.m.	Punch Out 5:30 a.m.	8 a.m. = Eight hours paid
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Four-hour window to 4 a.m.

Four-hour window to 8 a.m.

5. If the designated call person stays thirty (30) minutes or more beyond their regularly scheduled shift, they will receive an additional four (4) hours minimum pay as if they had been called back to work. In that case, the four- (4) hour window begins with the end of the shift time.
 - A. If the designated call person is called and clocks back in within one hour of the end of the scheduled shift, the time is considered continuous for the purpose of overtime accrual.
 - B. If the staff that are scheduled at the end of the day recognize that a procedure will extend into the call hours by more than thirty (30) minutes after the call person could arrive, the designated call person will be notified to come in.
7. Call pay will be reduced by the number of hours paid when called in.

8. Any weekend call-back shifts of four (4) hours or more continuously worked during the weekend period designated for unscheduled weekend bonus will be paid the bonus.
9. Shift differential, weekend pay, and holiday hours will be paid in accordance with contract language defining those pay practices for all staff.
10. Total pay will not exceed twenty-four (24) hours for one day.

Tentative Agreements from 7/8/26 Session after 5 pm

[The parties agree to an LOU that provides an across-the-board wage increase, effective the first full pay period commencing on or after June 1, 2028, that is the same percentage increase as agreed to between MNA and Robbinsdale Hospital. This increase shall apply only to the ATB reached and not to any other premium pay or differential.]

Union/ER #2 (Recognition)

The bargaining unit is defined as follows.

All full-time, ~~and~~ regularly scheduled part-time, **and casual part-time (CPT)** registered nurses employed by the Employer at its inpatient acute-care hospital at 9875 Hospital Drive, Maple Grove, Minnesota, ~~excluding casual part-time (CPT) employees~~, temporary employees, agency staff, administrative managers, assistant nurse managers, trauma care coordinator, perinatal nurse navigators, nurse educators, confidential employees, managerial employees, and guards and supervisors, as defined in the National Labor Relations Act, and all other employees.

The Hospital agrees not to challenge the supervisory status of any bargaining unit member during the term of the Agreement.

Union/ER #3 (Definitions)

Full-time: The term “full-time” applies to a registered nurse (“RN”) holding a position authorized for 80 hours per two-week pay period (*i.e.*, 1.0 FTE).

Regularly scheduled part-time: The term “regularly scheduled part-time” applies to an RN holding a position authorized for less than 80 hours per two-week pay period (*i.e.*, an authorized FTE below 1.0 FTE).

Casual part-time (CPT): The term “casual part-time (CPT)” applies to an RN who is not authorized to work a defined number or range of hours per two-week pay period (*i.e.*, who does not have an authorized FTE status). ~~Casual part-time (CPT) employees are not in the bargaining unit and are not covered by this Agreement.~~

Temporary employee: The term “temporary employee” applies to a nurse who was hired on a temporary basis (as opposed to on an indefinite, permanent basis). Temporary employees are not in the bargaining unit and are not covered by this Agreement.

Agency staff: The term “agency staff” applies to a nurse employed by a temporary staffing agency and supplied to the Employer on a temporary basis. Agency staff are not employed by the Employer, and they are not in the bargaining unit and are not covered by this Agreement.

Seniority: The term “seniority” is defined as total compensated hours accrued by a nurse since their most recent hire date as a registered nurse into the bargaining unit.

[The parties agree to an LOU that provides that the seniority of RNs employed upon ratification is defined as total compensated hours accrued by a nurse since their most recent hire date as a registered nurse at the Hospital.]

Compensated Hours: The term “compensated hours” include all hours for which a nurse is paid by the Hospital, including PTO time used, ESST, paid holidays, paid jury duty leave, paid bereavement leave, and on-premises on-call pay. Off-premises on-call hours shall be counted at the conclusion of each W-2 year at the rate of one-half (1/2) of the on-call hours paid. The term “compensated hours” does not include off-premises on-call, worker’s compensation, or PFML or other pay.

Union #5 (Union Security and Dues Check-Off)

__1 *Union security.* All bargaining unit nurses, as a condition of employment, shall become members in good standing of the Union or alternatively pay that portion of the dues, initiation fees and/or assessments that are used for the Union’s representational functions. Payments are not required under this Section until the employee has completed ninety (90) calendar days of employment.

Any nurse who fails to pay the service fee or dues required by the Agreement shall, upon written notice of such action from the Association to the Hospital, be terminated by the hospital within twenty-eight (28) calendar days. The Association will also send a copy of such notice to the nurse. The Association will hold the hospital harmless from the claims of any nurse so terminated. If a nurse alleges that they have been discharged contrary to the provisions of this Paragraph, the question shall be regarded as a grievance and submitted to the grievance procedure as set forth in Section “Grievance Procedure” of this Agreement.

No registered nurse shall be required to become or remain a member of the Union as a condition of employment. Each registered nurse has the right to freely join or decline to join the Union. No registered nurse shall be discriminated against on account of the registered nurse’s membership or non-membership in the Union.

__2 *Dues check-off.* The Employer shall deduct from the wages of each nurse who has executed a dues/fees authorization which has been agreed upon by the Employer and the Union, union dues or fees from their pay and remit the deducted amounts to the Union. Withheld amounts will be forwarded to the Union for each calendar month by the tenth (10) of the calendar month following the actual withholding, together with a record of the amount and those for whom deductions have been made. Deductions shall be based upon the amounts certified as correct from time to time by the Union.

__3 The Union shall indemnify the Employer and hold it harmless against any and all claims, demands, and liabilities that arise out of or by reason of any action taken by the Employer for the purpose of complying with the provisions of this Article, or in reliance on any list, notice, or authorization that shall have been furnished to the Employer under any of such provisions.

__4 *Union master list.* Within sixty (60) days after the effective date of this Agreement, the Employer will provide the Union with a master list of each registered nurse who is covered by this Agreement giving the name, address, authorized FTE, classification, and date of hire or date of separation for registered nurses who have been hired or who separated since the effective date of this Agreement. On a monthly basis thereafter, this last shall also include the date of hire or separation date for registered nurses who have either been newly employed or who have separated from employment.

__5 *Union Access.* Upon advanced notice to an Employer representative (as designated by the Employer and communicated to the Union), Union representatives may access Hospital facilities, within the parameters described in this Section 5. Such visits shall be held to the minimum time necessary and shall not interfere with business operations or patient care. Such union representative shall not meet with any employee during the employee's work time, excluding break time, or in any patient care areas, including in break rooms located within patient care areas.

__5 *Union Information at the Time of Hire.* The Employer shall provide newly hired employees with an electronic copy of this Agreement or a link to the Agreement. The Employer shall provide newly hired employees with an electronic copy of the dues/fees authorization or a link to it. A representative designated by the Minnesota Nurses Association shall be afforded thirty (30) minutes during the Employer's orientation of new hires to participate in describing Minnesota Nurses Association representation and operation of these documents.

ER #7 (Duration)

This Agreement shall be effective from [insert ratification date] through and including August 31, 2029. This Agreement shall remain in full force and effect from year to year thereafter unless either party shall notify the party in writing at least ninety (90) days prior to August 31, 2029, or August 31 of any year thereafter, of its intention to change, modify, or terminate this Agreement.

Union #10 (Casual Part-Time (CPT))

A casual part-time (CPT) nurse is a Registered Nurse employed by the Hospital who is not guaranteed hours and who works available shifts as needed by the Hospital to supplement its full-time and regularly scheduled part-time staff. CPT nurses work pursuant to the guidelines and requirements in each unit's Casual Part-Time Policy, as the Hospital may amend from time to time. **The Union and the Employer will review the CPT policies in Labor Management Committee.**

A CPT nurse cannot simultaneously hold a regularly scheduled position within the bargaining unit. A CPT nurse shall only be eligible for benefits in accordance with Hospital policy or state or federal law. A CPT nurse will maintain seniority hours as defined in Article XX, Definitions.

Union #15 (On-Call)

~~All units may have required on-call, as determined by the Employer and as patient care needs require.~~ **The PCC, PACU, and Operating Room have required mandatory on-call.** Nurses who are assigned or volunteer for low-need **on any unit in the Hospital** may be assigned call, as patient-care needs require.

A nurse will not be scheduled for a period of less than four (4) hours of on-call duty.

In the event that the Employer designates permanent on-call requirements (except when nurses are placed on call pursuant to the low-need process) on a unit that does not have mandatory call, the Employer will give at least sixty (60) days' notice to the Union and will negotiate the changes upon request.

Union #28 – Retirement

The Employer will make the Hospital's 401(k) plan available to eligible bargaining unit nurses, and will provide the following matching program:

A. North Memorial Health – Maple Grove Hospital 401(k) Plan (Traditional & Roth)

Nurses shall be eligible to participate in the 401(k) plan on the first of the month following thirty (30) days of employment. Nurses can contribute up to 50% of eligible compensation, up to the IRS limit. Eligible compensation includes base pay, overtime, bonuses, and other pay premiums. The Employer shall match **6%** if a nurse contributes **6%** or more. Nurses shall be fully vested in the employer's matching contributions after five (5) years, pursuant to the schedule in Section C below.

Nurse Contribution	Employer Matching Contribution
1%	1%
2%	2%
3%	3%

4%	<u>4.0%</u>
5%	5%
6% (and up)	<u>6.0%</u>

B. Employer Discretionary 401(k) Contribution

In addition to the 401(k) Employer Matching Contribution, the Hospital may offer an annual employer discretionary contribution to eligible nurses' 401(k) plans. Nurses must have worked one (1) year, 1,000 hours, and be employed on December 31 to receive a discretionary contribution. Nurses do not need to contribute in order to receive an Employer discretionary contribution.

The Employer contribution is made at the discretion of the Hospital and will vary based on the organizations results. The contribution will typically be between 0-3% of eligible earnings. The Employer contribution is made into nurses' accounts in March following the end of the plan year. Nurses shall be fully vested in the Employer's matching contributions after five (5) years, pursuant to the schedule in Section C below.

C. The following vesting schedule will apply for matching and discretionary contributions:

Less than 1 year	0%
1 year	10%
2 years	30%
3 years	50%
4 years	70%
5 years or more	100%

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Minnesota Nurses Association

**North Memorial Health –
Maple Grove Hospital**

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