

# MINNESOTA NURSING Accent

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## A powerful year for nurses

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## Feature Story

### A powerful year for MNA nurses

MNA nurses closed the decade with significant wins achieved by standing up to corporate greed and unreasonable management decisions in Minnesota, Iowa, North Dakota, and Wisconsin.

"2019 saw nurses come together to strategize and out-manuever management in all arenas," MNA President Mary C. Turner said. "From negotiating contracts to organizing new bargaining units to demanding safer workplaces, we knew what we wanted to do – and we did it, building more and more power every step of the way."

#### Contract negotiations

2019 was a major year for contract negotiations, with nearly three-fourths of bargaining units at the table.

Bargaining unit by bargaining unit, nurses stood together to demand fair contracts in 2019. The recipe for success in each was careful planning and strategizing to build support and power.

After doing their best to negotiate with management, nurses stepped up the pressure in many bargaining units, starting internally by opening negotiations to all members, signing petitions, lining the halls, wearing stickers, and many more tactics.

(See story on page 3 for more information about open negotiations)

If internal pressure didn't work, nurses went to the public for support. In Twin Ports, Essentia and St. Luke's, nurses packed a Duluth City Council meeting to share their concerns about staffing and lack of respect with elected officials.

Metro and Twin Ports nurses kept in touch with their elected officials at the state and local levels by phone, personal meetings, and special newsletters providing updates on negotiations.

Elected officials said they appreciated the outreach and nurses' perspective.

#### Informational pickets

An unusually large number of bargaining units physically went to the public with informational pickets. The pickets all drew extensive media coverage and shows of support from the public and other unions, who marched in solidarity with nurses at every event.

The pickets were a huge success, pushing hospitals to reach agreement after seeing the outpouring of support from members of their communities.

- Metro: Nurses at the Allina, Children's, Fairview, HealthEast, Methodist, and North Memorial hospital systems negotiated the highest wage increases in 10 years, forced management to finally recognize and offer remedies to workplace violence, and won major victories in hospital-specific issues after a year of preparation and teams working closely together.
- Twin Ports: Hundreds of nurses in the Essentia and St. Luke's hospitals picketed on August 20.
- Redwood Falls: MNA nurses went to the public for support when Carris Health refused to listen to their concerns about safe patient care and turnover during



President Mary C. Turner addresses a crowd at informational picket.



Chris Rubesch addresses the Duluth City Council

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## Open negotiations are 'transformational'

Until 2019, most MNA nurses didn't have first-hand knowledge about their contract negotiations. Negotiating team members would fill them in on bargaining after each session.

In 2019, elected bargaining teams in many Minnesota and Wisconsin bargaining units opened negotiations to all members, who were invited to observe or participate in bargaining as it happened.

Nurses packed negotiating rooms, sharing heartfelt stories and experiences about workplace violence, short staffing, and other issues directly with management at the table. They sat or stood in the room, observing negotiations and hospitals' disrespect for nurses first-hand.

Management teams were visibly uncomfortable with the nurses' presence. Some tried to stop the process, but nurses have the right to open negotiations to members.

Open negotiations forced management to face the seriousness of the issues that nurses struggle with on a daily basis.

When management sent out their negotiating updates, nurses were there to correct the inaccuracies and stop the false narratives.

The tactic helped nurses win major victories on workplace violence, wages and benefits, and staffing issues.

Open bargaining gave strength to the elected committee to stand firm and fight for patients and nurses.

Nurses said the opportunity was transformational in strengthening the union, leading to gains in their contracts and strengthening the resolve of union members. You can expect to see open negotiations as a common tactic from now on.

## Executive Director's Column

### The best is yet to come



It's hard to believe I'm entering my sixth year as executive director of the mighty, mighty MNA nurses – my dream job to this day. It is my life's honor to do my part to help MNA members build power to advocate for patients at the bedside and beyond. Nurses have come a long way and accomplished so much in just the last five years. You are a powerhouse in the Capitol, a recognized and respected leader in the labor movement, and a voice for social justice and public health everywhere.

Here are a few of the highlights of each of the last five years I've had the privilege to help lead this amazing union.

**2015:** MNA put a spotlight on building upon MNA's leadership in the healthcare justice movement with nurses continuing to lead the campaign to educate, agitate, build and organize our members, the broader community and the house of labor to fight for a humane, patient-centered healthcare system. I was proud to have been appointed to Governor Dayton's healthcare financing task force.

**2016:** The courageous Allina nurses took on corporate healthcare in a very direct way and I had the special privilege of representing them in that battle. Nurses had a seat at the table, reflecting nurse advocacy beyond the bedside when I represented you as the labor co-chair of the St. Paul City Council's task force on creating an Earned Safe and Sick Time Ordinance, an issue so critically important to non-unionized workers and their families. At the Democratic National Convention, where MNA nurses were delegates for Bernie Sanders, I was in awe of the level of respect exhibited for nurses. At a gathering for an action I heard people whispering, "Something's up, the nurses are all getting together, we need to follow them."

**2017:** I worked with MNA's Board of Directors to deepen our commitment to confronting racism within the union, healthcare facilities, and the broader community by serving as the staff coordinator for the newly formed racial diversity task force. That task force is now a full-fledged standing committee that's addressing these issues head-on. 2017 also brought MNA some new attention in the arena of electoral politics, like a news story that called MNA "a highly visible force in the Capitol's corridors and city halls throughout Minnesota, arguing that good jobs, wages and a quality of life play an important role in public health."

*The best is yet to come cont. on page 5*



## President's Column



### Nurses must fight in a new era

I took on some issues that may be uncomfortable for some of our members during my address at the House of Delegates in October. I told nurses that we need to face the fact that we are in a new world where nurses must take on an even stronger role in the fight for patients and the nursing profession.

Here are some excerpts of my comments to nurses:

Every hour of the day and night you are fighting for your patients, no matter how bad the staffing is, how unsafe your workplace feels, how exhausted you are, or how little time you spend with your families.

And I do mean fight. You may have noticed I use the words “fight” and “fight back” a lot in my Facebook posts and conversations. That’s because it’s the most accurate way to describe our world.

I travel to dozens of our bargaining units all year round and I see and hear nurses’ stories about the harsh reality of what we deal with. It is heartbreaking to see what nurses sacrifice for patients – and management is ignoring us because profits are more important than patients.

When I hear an ICU nurse say she’s grateful for three patients instead of four at one time, I want to fight back.

When I hear a nurse about to retire in two days tell how she was struck in the head by a patient, suffering a concussion, a ruptured eardrum, and life-long injuries, I want to fight back.

When I hear about an RN and LPN about to take on 17 patients on the night shift – that’s 17 patients under that nurses’ license, I want to fight back.

When I sit next to a nurse who pours her heart out to a group of managers, begging for more security after she had been violently assaulted, I want to fight back.

When I see nurses passionately tell their stories of unsafe shifts, it is obvious we need to fight back.

For nurses squeamish about using the word fight, we don’t have a choice. We must fight. The stakes are too high to hope things will get better by themselves.

I want to reassure you we are fighting back now and we have been for a long time. Hospital after hospital, with strike votes, informational pickets, marches on the boss, petitions, lining the halls before negotiations, talking to our elected officials, and so much more, we are increasingly powerful.

Some nurses, standing up and fighting comes naturally. But it doesn’t come easily for many of us. We are caregivers. We want to be at the bedside taking care of patients.

I remember having positive relationships with management where we trusted each other. It’s been hard to switch and see management is not on our side. But the evidence is clear: management is not sympathetic. They want to show they made a profit, not create a supportive, healthy workplace for all.

Many of us are now seeing this new reality. It became very obvious to nurses who took advantage of negotiations being opened to all this year. You saw the reality of how management treats us. It’s eye-opening and energizing – and heartbreaking all at the same time.

*Nurses era cont. on page 5*

## MNA Visions, Values, and Strategic Pathways for 2020

### MNA Mission Statement

1. Promote the professional, economic, and personal well-being of nurses.
2. Uphold and advance excellence, integrity, and autonomy in the practice of nursing.
3. Advocate for quality care that is accessible and affordable for all.

### MNA Purpose

The purpose of the Minnesota Nurses Association, a union of professional nurses with unrestricted RN membership, shall be to advance the professional, economic, and general well-being of nurses and to promote the health and well-being of the public. These purposes shall be unrestricted by considerations of age, color, creed, disability, gender, gender identity, health status, lifestyle, nationality, race, religion, or sexual orientation.

### MNA Vision and Values

MNA is a positive, powerful union of professional direct patient care nurses that advances nursing practice, effective, safe staffing and working conditions, patient interests and works to build a healthy community, empowered profession, and fair and just society along the principles of the Main Street Contract:

- Jobs at living wages
- Guaranteed healthcare
- A secure retirement
- Equal access to quality education
- A safe and clean environment
- Good housing
- Protection from hunger
- Human rights for all
- An end to discrimination
- A just taxation system where corporations and the wealthy pay their fair share

In practice, this means:

1. MNA empowers registered nurses to use their collective strength, knowledge, and experience to advance and enhance safe and professional nursing practice, nursing leadership, and the community health and well-being.
2. MNA promotes effective RN staffing and safe working conditions for both patients and registered nurses in direct patient care, in policy and political arenas, and in our communities.
3. MNA builds its power as a union of professional nurses by increasing its membership and exercises that power through effective internal and external organizing, and member participation, activism, education, and mobilization.
4. MNA actively promotes social, economic and racial justice and the health, security, and well-being of all in its organizational programs and collaborations with partner organizations.
5. MNA works in solidarity with the National Nurses United and the AFL-CIO to build a worker movement that promotes the rights of patients, nurses, and workers across the United States.

### Strategic Pathways

MNA will achieve its vision through six key strategic pathways.

- Strengthen the integrity of nursing practice, nursing practice environments, and safe patient staffing standards and principles.
- Oppose any attacks on nursing practice and workers’ rights, including any attempts of deskilling the professional nurse’s scope of practice and right-to-work legislation.
- Collectively bargain from strength across the upper Midwest
- Organize externally and internally to increase MNA membership and continue to increase solidarity and participation of membership locally, regionally, and nationally.
- Elect politicians who will implement nurse/worker-friendly public policy, including safe staffing and a healthcare system that includes everyone and excludes no one.
- Work in solidarity with the NNU and AFL-CIO and other community allies to advance nursing, health care and worker justice issues.

*Nurses era from page 4*

Nurses stood in front of management negotiating teams, sharing painful stories of violent attacks and dangerous short staffing. Management didn't bat an eye.

At every event, member meeting, negotiating session, rally, picket, or government meeting that I attend, nurses are staying strong to fight for patients, staff, and their communities.

MNA nurses – you are heroes! You are fighting for your colleagues everywhere. What you accomplish here will reverberate around Minnesota and the rest of the country. Your dedication and insistence on a fair contract are inspiring nurses and our labor friends. You're showing everyone – especially the hospitals – what solidarity is all about.


*Best is yet to come from page 3*

**2018:** The major focus of 2018 was the campaign to elect Minnesota's first nurse governor and to begin early, coordinated, preparation for the 2019 contract campaigns. Nurses took control of the DFL convention and got Erin Murphy endorsed. Nurses were everywhere and people thought there were hundreds of nurses on the floor of that convention. It was certainly heartbreaking when the primary election result was not as we had hoped, but the nurses rallied, as they always do, and made sure we elected a labor-friendly governor, Tim Walz, while also electing more members of the Minnesota House of Representatives who understand and support nurses' values and issues.

**2019:** This has been another amazing year. Over 300 St. Alexius nurses in Bismarck, North Dakota, voted overwhelmingly to join MNA. We are proudly celebrating the hugely successful contract campaign wins in the Metro, Twin Ports, and throughout our bargaining units. There is no doubt in my mind that the gains we are experiencing across our union are in large part due to the Allina nurses' bravery in 2016.

I cannot thank you enough for the honor to serve you as your Executive Director. A special thank to the MNA Board for their commitment to stretching boundaries with a vision that centers nurses across the broader social, racial, healthcare and economic justice movement and a shout out to your incredible MNA staff who are tireless advocates for your rights, workers' rights and patients' rights – they're the best in the business.

To quote Frank Sinatra "the best is yet to come."



### *A powerful year from page 2*

negotiations for their first contract. Nurses filled the sidewalks around their hospital at a well-attended informational picket on August 20.

- **Marshall:** Avera Marshall informational picket October 3 was about patient safety concerns regarding cuts and changes to the clinics and Urgent Care.

Even the threat of informational pickets pushed some hospitals to reach agreement. In Hudson, Wisconsin, nurses had given a 10-day notice and were prepared to picket when the hospital came to the table and agreed to a new contract.



Marshall nurses picket for patients

See the Fall and Summer editions for more information about Twin Ports and Metro negotiations.

At the time this edition went to print, several bargaining units were in difficult negotiations, including Mankato. Nurses there are standing together to fight off unacceptable concessions that Mayo Clinic is attempting to impose.

### **Organizing for power**

In addition to building power at the bargaining table, MNA nurses took organizing to new levels by increasing membership and standing together for safe working conditions.

### **Bismarck, North Dakota**

History was made this year when nurses from CHI St. Alexius Health Medical Center in Bismarck, North Dakota, voted to affiliate with MNA.

The vote was a boost to the labor movement, showing that organizing in anti-union states is possible. The St. Alexius nurses are stars in the union world, drawing standing ovations and requests for advice on how to organize in such an anti-union environment.

### **Anoka Medical Regional Treatment Center**

MNA nurses came together to fight for safe working conditions at Anoka Medical Regional Treatment Center (AMRTC) following an especially violent patient attack last spring, and refused to back down until the state took actions to protect staff and patients.



Nurses, in solidarity with other unions at the facility, started by talking to their managers about the high number of unsafe incidents and the lack of security personnel.

When that didn't produce results, they went to state officials, including then-Department of Human Services Commissioner Tony Lourey to tell him what was happening at the facility and how much both the patients and staff needed security.

Members of the three unions came together for a well-attended informational picket on May 29 that received widespread media coverage and pressured the state to take action. Management finally agreed to hire more security personnel and keep mental health safety specialists on hand to respond immediately to any incident that arises.

Once again, MNA nurses showed that organizing, solidarity, and standing together when management tries to divide the membership builds power for immediate needs, and for the long term.

## **MNA Foundation boosts education, careers, nursing research**

Hundreds of MNA nurses and future nurses have started or completed education or conducted important nursing-related research thanks to the Minnesota Nurses Association Foundation (MNAF) scholarships and grants.

In 2019, MNAF awarded \$38,000 in research grants and \$173,500 to more than 70 scholarship recipients. Here are some of the responses from the beneficiaries:

*"This gift is a tremendous help towards becoming a registered nurse one day; it is such a blessing."*

*"I am honored and grateful to have been selected to receive such a generous reward. I look forward to putting this scholarship towards jump-starting my nursing career."*

*"I am so grateful to be able to pay my tuition with the money, so I am able to spend more time on academic responsibilities."*

*"Thank you for the continued financial support. Without your help I would not be on track to graduate in May of 2020!"*

*"This will make college much easier on me financially and will allow me to achieve new heights in my education."*

*"I'm overwhelmed by your generosity and recognition. I can't begin to thank you enough for your support of my education."*

*"The scholarship has been a tremendous help in paying for my schooling. I am so thankful."*

This is a wonderful opportunity. If you are interested in applying for a scholarship or a grant, please visit the MNA website at <https://mnnurses.org/resources/mnaf/>.

MNAF Scholarship Application Forms for the 2020-2021

*MNA foundation cont. page 7*

## My workplace violence story

By Angela Oseland, RN, MNA Nursing Practice and Education Commissioner

I have been asked numerous times to tell my workplace violence story, but I find it difficult because I think, “Which one?” It’s the accumulation of what I have seen, heard, and been a recipient of that has affected me and eventually forced me to retire early.

Unfortunately, if you are a nurse, you probably have your own workplace violence stories.

Whether it is patients or visitors becoming verbally or physically aggressive, threatening healthcare workers or others, violence is increasing in our facilities everywhere.

The following is one of the last incidents I was involved in. A patient had verbally threatened staff after de-escalation techniques didn’t work. The patient stood up, targeting a nurse. A panic button worn by staff was pushed. Staff from the step-down unit rushed to the intensive treatment unit. Visitors were escorted off the unit and patients were asked to return to their rooms.

Another patient became agitated and eventually returned to his room but started running down the hall toward two male nurses who were protecting two female staff members. I looked at the male nurses. I still see their faces and the absolute fear in their eyes.

I called the patient by name telling him to look at me. He slowed down, looked at me, giving enough time for security officer to enter the unit. He was escorted back to his room and the other patient to the quiet room and medications given. No physical altercation occurred but it could have turned out quite differently. The memory still haunts me.

The effects stay with us for a long time in different forms. One night as I left my shift, I noticed a car following me. I became very fearful and did not drive straight home. Instead I did some turns confirming that I was indeed being followed. Then the lights went on. I breathed a sigh of relief realizing it was a police car. The officer saw me in scrubs with my name tag on.

The officer said he followed me because I wasn’t using my turn signals, and I explained I was alarmed because I thought I was being followed. He sized up my situation, and told me to be careful and use my signals in the future.

Numerous factors like these had me retiring early, including the increased violence on my unit, other nurses leaving, and staffing issues.

It is apparent to me that more needs to be done to address workplace violence, and I am so proud that MNA is leading that effort.

When asked to be on the Commission on Nursing Practice and Education Workplace Violence Subcommittee, my answer was a resounding “yes.” Our exciting work is just beginning. Our goals include developing a position paper with recommendations to reduce and prevent violence in our facilities.

Our group is passionately committed to making our facilities safer for workers and patients. We need your help to continue to report any incidents at your workplace.

I encourage you to take the new MNA class on Workplace Violence. You can find more information on MNA’s website at [www.mnnurses.org](http://www.mnnurses.org).

Please watch for updates from the subcommittee as we continue this important work.

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### *MNA foundation from page 6*

academic school year will be available in February 2020.

Research grant applications are reviewed quarterly. The 2020 research grant deadline dates are January 1, April 1, June 1, and October 1.



# At Capitol

## Nurses take advocacy beyond the bedside to the Capitol

Hundreds of MNA nurses gather in St. Paul every winter for the annual MNA Day on the Hill, one of our largest events. Nurses flock to the Capitol in a sea of red to lobby legislators on issues that affect nurses and patient care.

This exciting and important event, for all MNA members, is aimed at promoting your nurse legislation, from safe staffing ratios to providing all Minnesotans with affordable access to quality healthcare. While this assembly is a major part of showing your nurse power in advocacy throughout the state, your relationships with your elected leaders, both as patient and worker advocates, do not stop here.

One way nurses have recently continued to fight for a safer workplace and to advocate for their issues is by meeting with them in their home districts.

Since the 2019 Legislature adjourned, nurses throughout the state have been sitting down with their legislators to start having tough conversations about their workplace, their practice, and the often-daily barriers they face to providing the best patient care possible.

Meeting informally over coffee in their home communities allows nurses to exercise their power through educating leaders, who are often unfamiliar with the realities of providing patient care but are often tasked with making serious policy decisions that impact nurses and patients daily. These gatherings have been enlightening and engaging for legislators, who are often shocked at the real stories of violence or lack of staffing and worker conditions that you as nurses have been struggling with for too long. Nurses have also started forming relationships with their local leaders and are able to ask tough questions on the legislative and political process.

For nurses to continue to make major improvements to their practice, it is essential that nurses organize for change at the bargaining table, at the Capitol and in their communities. This starts with nurses recognizing and exercising their power to ensure that policymakers understand that the tens of thousands of nurses throughout the state are the real leaders in healthcare, not the insurance companies or corporate hospitals.



If you want to share your voice and grow nurse power as a worker and patient advocate beyond the bedside, please reach out to your MNA political organizers: Colie Colburn, (651) 252-5378, [Colie.Colburn@mnnurses.org](mailto:Colie.Colburn@mnnurses.org) or Cameron Fure, (651) 252-5028, [Cameron.Fure@mnnurses.org](mailto:Cameron.Fure@mnnurses.org).

## MNA Convention: the view from the lens of a Governmental Affairs Commissioner

By Chidinma Nwankpe, MPH, BSN, RN, GAC Commissioner

MNA's Convention and House of Delegates in Duluth this October was packed with activities that were inspiring, electrifying, and educational.

As a member of MNA's Commission on Governmental Affairs, I was especially interested in the Legislative Forum, House of Delegates debate, action on bylaws and resolutions, and plenary sessions that addressed top nurse issues.

The Racial Diversity Committee presented thought-provoking scenarios and information about what MNA nurses are doing to address discrimination in our facilities.

The Bylaws and Legislative forums were electrifying, providing information and heartfelt discussion about the future of our organization and nursing.

GAC commissioners took the stage to explain legislative issues during the Legislative Forum. The House of Delegates subsequently approved the Legislative Platform for 2020, which will guide our legislative work for the next year.

During the House of Delegates, resolutions were reached and delegates participated fully to make this convention a success.

The outstanding education session on workplace violence put this issue and solutions in the spotlight and set the stage for GAC's work for 2020.

Workplace violence is a huge concern for healthcare workers. Finding ways to prevent it is one of the top issues MNA nurses are working on.

Many workplace violence assaults or threats go unreported because employees are afraid of losing their jobs. When a nurse is threatened, verbally or physically abused, this causes so much anxiety and fear that she/he is afraid to go back to work because it is not a safe environment.

MNA nurses are talking to policy-makers and hospital administrators to make sure consequences are meted out to anybody who is violent toward a nurse or any healthcare worker on duty. This includes patients, family members, or fellow employees.

GAC is continuing to work on these critical issues, so watch for more information soon.



## CARn Corner

By Sue Kreitz, RN, CARn Chair

MNA's Council of Active Retired Nurses (CARn) members continue to live up to the "active" part of their name. We spent 2019 volunteering for charities, supporting active nurses on picket lines and in the Capitol, and standing with members of other unions who needed public shows of support.

Here are a few of our activities:

- Sending Christmas cards to veterans at the Vets home and hospital;
- Filling backpacks for school children;
- Serving food at soup kitchens;
- Filling packages for Feed My Starving Children;
- Walking picket lines with nurses at our MNA facilities and other union sisters and brothers who need our support;
- Staffing the MNA booth at the State Fair;
- Participating in community charities and fundraising;
- Crocheting little red hats for newborn babies.

Thank you to all who have been so kind and generous!

Our membership has increased to 75 members. As we have grown, we put together a bylaw that recognizes CARn and states our purpose with MNA and Structural Unit Guidelines. We have a chapter in Duluth and want to reach out to more areas.

Our information table at the MNA Convention in Duluth encouraged nurses who are retired or retiring soon to join CARn.

Also during Convention, CARn won MNA's Distinguished Service Award for all we have accomplished. CARn members were humbled and honored by this distinguished recognition!

CARn members enjoy the friendship and solidarity of our council at our events, regular meetings, and social outings like a relaxing river boat cruise on the St. Croix River out of Stillwater.

We are busy planning for 2020 – you'll see us in action all over Minnesota!

If you are a retired MNA nurse or plan to retire soon, please consider joining CARn! You can find more information about our council and how to join on MNA's website at [www.mnnurses.org/resources/council-active-retired-nurses-carn](http://www.mnnurses.org/resources/council-active-retired-nurses-carn).



## 2020 MNA Meetings

### MNA Board of Directors

February 19  
March 18  
April 15  
May 20  
June 17  
July 15  
August 19  
September 16  
November 18  
December 9

### Commission on Governmental Affairs

February 26  
March 25  
April 22  
May 27  
June 24  
July 8  
August 26  
September 23  
October 28  
November 16  
December 14

### Commission on Nursing Practice & Education

February 20  
May 21  
June 18  
August 20  
September 17  
November 19

### Ethics Committee

March 12  
May 21  
September 17  
November 19

### Health & Safety Committee

January 23

### MNA Foundation (MNAF)

February 26  
April 22  
June 24  
October 28

### Racial Diversity

#### Committee

February 20  
March 19  
April 16  
May 21  
June 18  
September 17  
November 19  
December 17

### Council of Active Retired Nurses (CARn)

February 12  
March 11  
April 8  
May 13  
June 10  
August 12  
September 9  
October 14  
November 11  
December 9

### Day on the Hill

March 18-19,  
InterContinental  
St. Paul Riverfront, St. Paul

### Convention and House of Delegates

October 11-13  
Doubletree, Bloomington

*Please note: Some meetings had not been scheduled when this issue of Accent went to print. Dates and times may change. Please check the MNA website for meeting information.*

## Outstanding nurses, allies, supporters honored at 2019 MNA Awards Banquet

### Paul and Sheila Wellstone Social Justice Award:

#### Mary Kirsling, RN

Mary Kirsling is the nurses' voice in northern Minnesota. She has been a tireless advocate for patients and her co-workers in Duluth and across the state. She takes her work beyond the hospital walls into the community by organizing for gun violence prevention, environmental justice, healthcare reform, and labor advocacy, among many.



### Public Official Award: Attorney General Keith Ellison

Attorney General Keith Ellison is a long-time, staunch supporter of nurses and access to healthcare for all. As our new Attorney General, he has partnered with nurses to take on the for-profit healthcare corporate system to demand reasonable prescription drug prices and transparency in the insurance industry, among many others. He has stood with nurses in the fight for healthcare for all for many years.



### Sarah Tarleton Colvin Political Activist Award:

#### Gail Olson, RN, Unity Hospital, Fridley

Gail Olson exemplifies what a nurse leader should be. She has advocated for patients and nurses in many leadership positions in MNA, including facility chair, member of MNA's Board of Directors, and commission and committee members. She is everywhere in the community as a political and labor activist fighting for social justice and changes that will strengthen the nursing practice through collective bargaining and public policy.



### Nurse Educator Award: Yisehak Tura, MS, RN, OCN,

Yisehak Tura shares his nursing expertise and knowledge with future nurses as a nursing educator at a junior college. He lives by example: Yisehak previously received an MNA scholarship, which helped him pursue his education and use that education to benefit the next generation of nurses.



### Mentorship in Nursing Award: Kossi Afanou, RN,

Kossi is a natural-born mentor who takes new staff members under his wing, answering questions and demonstrating skills and techniques without a moment's hesitation. He goes above and beyond to help his co-workers, challenging, reassuring, and inspiring all. Not only does he help when asked, he sees when people are having bad days and offers advice and a smile.



### Distinguished Service Award: MNA Council of Active Retired Nurses (CARn)

It took only a few months for MNA's relatively new council for retirees to get organized and active. CARn members are invaluable mentors, activists at social justice and healthcare events, speaking up for nurses and patients at the Minnesota Capitol, and supporting candidates endorsed by MNA nurses. CARn members are channeling the dedication and energy from the bedside to the larger community, and we all benefit!



### Audrey Logsdon/Geraldine Wedel Award:

#### Susan Kreitz, RN

Sue Kreitz is the epitome of a nurse and union leader. She was instrumental in creating the bargaining unit at Fairview Lakes Hospital in Wyoming to make sure her colleagues had respect and a voice in the workplace through collective bargaining. She has never slowed down, advocating for patients and nurses ever since, through many leadership roles in MNA, including the current chair of the Council of Active Retired Nurses (CARn).



### Elizabeth Shogren Health and Safety Award:

#### Ginger Saunders, RN, Unity Hospital, Fridley

Ginger Saunders bravely went to the public with her painful story of a violent patient attack to shine a light on the workplace violence epidemic in our healthcare facilities. She is educating elected officials, the public, and other healthcare workers about the need for management and government to take aggressive steps to ensure patients receive the care they need and deserve in safe conditions.



### Ruth L. Hass Excellence in Practice Award: Megan Suzanne Anderson, RN, University of Minnesota Masonic Children's Hospital

Megan is always looking out for patients during their very vulnerable time in the Operating Room. She is a leader and role model for her fellow nurses and other staff. She is a mentor to future nurses who come to the facility and a preceptor to newly hired nurses. She has excellent communication skills that make all turn to her for support and advice.



### President's Award : Chris Rubesch, RN, Essentia Health St. Mary's Hospital, Duluth

Chris Rubesch never stops advocating for patients, his colleagues, and the community. He is a well-known and respected activist in the Duluth political and social justice arenas. Chris quickly became a leader in his bargaining unit, and served on the negotiating team this year, making sure management agreed to a contract that benefits nurses and patients alike.



## 2019 MNAF Scholarship Recipients

### Associate Member Scholarship

Abigail Heitz, *Minnesota State Mankato*  
 Laura Lundstrom, *Bemidji State University*

### Mary Eliza Mahoney Scholarship

Shewit Affa, *Rasmussen College in Bloomington*

### Cynthia Hunt-Lines Scholarship

Rita Adom, *Metropolitan State University*  
 Nyaha Ceesay, *Walden University*  
 Susan Covington, *Metropolitan State University*  
 Julie Kuznia, *St. Catherine's University*  
 Kelly Perro, *University of North Dakota*  
 Nancy Thao, *The College of St. Scholastica*  
 Tara Young, *Metropolitan State University*

### Janky Foundation Scholarship

Kelsea Rush, *Bethel University*

### Member Scholarship

Fowziyo Abdow, *Augsburg University*  
 Melanie Behrends, *South Dakota State University*  
 Sarah Bengtson, *Walden University*  
 Brina Buetow, *Southwest Minnesota State University*  
 Rory Connolly, *University of North Dakota*  
 Keri Coon, *Minnesota State University, Mankato*  
 Alex Dahnkuan, *Minnesota State University, Mankato*  
 Thuthao Dinh, *Walden University*  
 Mable Fale, *Capella University*  
 Mary Grogan, *University of Minnesota*  
 John Halstrom, *St. Catherine University*  
 Sawdatu Iddrisu, *Purdue Global University*  
 Dominic Irabor, *Walden University*  
 Jennifer Jenö, *Winona State University*  
 DeeAnn Kuznia, *St. Catherine University*  
 Sarah Locken, *The College of St. Scholastica*  
 Elizabeth Maatta, *Johns Hopkins University*  
 Lauren Mallak, *Creighton University*  
 Whitney Manka, *The College of St. Scholastica*  
 Emily Martin, *University of Minnesota*  
 Noah Montante, *Walden University*  
 Joseph Munster, *Walden University*  
 Miranda Neubauer, *University of Minnesota*  
 Malack Nyokwoyo, *The College of St. Scholastica*  
 Sarah Osborne, *University of Minnesota*  
 Chelsey Paulson, *The College of St. Scholastica*  
 Miranda Pilon, *Bemidji State University*  
 Emily Potter, *Minnesota State University, Mankato*  
 McCartney Renn, *Vanderbilt University*  
 Alexandra Riley, *Western Governors University*  
 Naomi Samuelson, *Allen College*  
 Kelsey Saralampi, *The College of St. Scholastica*  
 Jack Scott, *Chamberlain College of Nursing*  
 Michael Scribner-O'Pray, *Augsburg University*  
 Kelsey Swenson, *Augsburg University*  
 Kira Tran, *The College of St. Scholastica*  
 Zoua Vang, *St. Catherine University*

### Phillips-Laird Scholarship

Karissa Buck, *Augsburg University*

### Sarah Colvin Social Justice Scholarship

Tracy Gemmell, *The College of St. Scholastica*

### Union Champion Award Scholarship

Melissa Hansing, *St. Catherine University*  
 Evangelene "Nellie" Munn, *University of Minnesota*  
 Britt Schultz, *Augsburg University*

### Legacy Scholarship (for children/dependents of MNA Members)

Emmalyn Boeser, *College of St. Benedict/St. John's University*  
 enrolled in undergraduate program in Science in Nursing  
 Samantha Boyle, *University of South Carolina*  
 enrolled in undergraduate program in Nursing  
 Jon Houger, *University of Wisconsin*  
 enrolled in undergraduate program in Nursing  
 Justin Hurajt, *St. Cloud State University*  
 enrolled in undergraduate program in International Relations  
 Grace Johnson, *Boston University*  
 enrolled in undergraduate program in Biology  
 Fardosa Kadar, *St. Catherine University*  
 enrolled in undergraduate program in Science in Nursing  
 Tyra Karel, *North Dakota State University*  
 enrolled in undergraduate program in Science in Nursing  
 Alexis Knickel, *Bethel University*  
 enrolled in undergraduate program in Psychology  
 Krista Knutson, *Bemidji State University*  
 enrolled in undergraduate program in Nursing  
 Greta Morton, *Bethel University*  
 enrolled in undergraduate program in Science in Nursing  
 Olusewa Obadiya, *University of Minnesota*  
 enrolled in undergraduate program in Biology  
 Stephanie Olesiak, *Rasmussen College*  
 enrolled in undergraduate program in Science in Nursing  
 Petra Owusu, *Iowa State University*  
 enrolled in undergraduate program in Public Relations  
 Hanna Reischl, *Mount Marty College*  
 enrolled in undergraduate program in Radiological Technology  
 Hailey Scheffknecht, *University of Minnesota*  
 enrolled in undergraduate program in Science in Nursing  
 William Shelby, *Minnesota State University, Mankato*  
 enrolled in undergraduate program  
 Anna Simons, *St. Cloud State University*  
 enrolled in undergraduate program in Criminal Justice Studies  
 Hannah Walker, *St. Catherine University*  
 enrolled in undergraduate program in Science in Applied Exercise Science

## 2019 MNA Grant Recipients

### Katherine Densford Dreves Research Grants:

*Examining the Ethical Implications of Healthcare Technology on Nurses and Patients as Described in US and Swedish PhD Dissertations: A Scoping Review*

### Hans-Peter de Ruiter, PhD, RN

*Learning How to Think From Expert Nurses: The Power of Practice Narratives*

### Cynthia Peden-McAlpine, PhD, ACNS, BC

### MNAF Research Grants:

*Understanding Communication between Certified Nurse Midwives and Pregnant Women with BMI greater than or equal to 30: A Discourse Analysis*

### Katherine Martin, RN

*Intractable Conflict in Pediatric Critical Care: A Case Examination and Analysis of Futility*

### Ian Wolfe, RN, CCRN, PhD(c), MA student

## MNA nurse cares for hurricane victims



A woman watched as her husband and three children were washed off their boat and drowned. Two fishermen rescued an elderly man, tied themselves to a tree and somehow survived for three days. A woman and her young child wore life preservers and held onto an elderly blind woman who didn't have a life preserver for 36 hours, as they all floated in the storm surge.

Those are some of the harrowing stories one MNA nurse heard when she traveled to the Bahamas to provide disaster relief and nursing care for Hurricane Dorian survivors this fall.

Linda Jessen-Howard of St. Joseph's Hospital in St. Paul volunteered for National Nurses United's RN Response Network (RNRN) deployment to the Bahamas, which was ravaged by Hurricane Dorian in September. It was the second deployment for Jessen-Howard.

Jessen-Howard was deployed for two weeks in the High Rock community on the eastern side of Grand Bahama Island, where she cared for patients in a tent that served as a clinic after the community clinic was leveled by the hurricane. The makeshift clinic provided basics like prescription refills and treatment for hypertension and diabetes.

"The High Rock community was very hard hit," Jessen said. "There are virtually no intact structures on that side of the island, though there are some partial homes still standing. The salt water storm surge killed most of the vegetation and contaminated the water supply. It was hard for people to see their beautiful tropical island looking brown rather than green."

People from the High Rock area were living in tents or traveling to Freeport, which is about 45 minutes away, with many returning to High Rock frequently to work on their homes or just connect with others from their community, some on a daily basis.

"Really, my biggest function was listening to people tell me about what happened," she said. "They had devastating and inspiring stories of loss and survival. Over and over, people told me how grateful they were to still be alive, despite los-

ing everything. There was a lot that was really beautiful and strong about the people of High Rock. They have tight extended families and people in the community are very close and supportive of each other. It was quite remarkable to witness."

"People were so grateful and kind to me that I was almost embarrassed. The guy who drove us nearly every day gave me a hug when I said goodbye; he held me an extra second and told me that as long as he lived, he'd never forget me, and thanked me for doing so much. I felt so humbled by his graciousness."



"I worked with a very caring and skilled Bahamian staff, and stayed in a nice place," she said. "I should be thanking them for what they gave me in terms of perspective. When you come back to your climate-controlled home, flip on the lights, get drinkable water from your tap, and realize that you haven't lost anyone in your family to a weather event, you have a very different appreciation for those things. Anyone considering volunteering for an RNRN deployment will almost certainly find the experience amazing."

You can find information about volunteering for deployments on the RNRN website at [www.nationalnursesunited.org](http://www.nationalnursesunited.org).

## Member Benefits

Did you know your MNA membership unlocks dozens of discounts on products and services for you and your family?

You can save on credit cards, wireless services, mortgage purchase or refinancing, entertainment, car rentals, auto insurance, tires and service, emergency roadside assistance, the purchase of new and used cars, and much more through Union Plus. Log in to the Member Center on the Resources section of MNA's website at [www.mnnurses.org](http://www.mnnurses.org).

## MNA History Corner

### Nurses lead the fight for Minnesota Nurse Practice Act

**1907:** After two years of organized lobbying efforts, members of the newly formed Minnesota State Graduate Nurses Association (later named the Minnesota Nurses Association) achieve legislation creating the Minnesota Nurse Practice Act.



## In the middle of a staffing crisis? Here's a new tool

Nurses are often frustrated and concerned when hospitals refuse to listen to their concerns about unsafe staffing conditions. Nurses have tried many tactics, like filling out Concern for Safe Staffing Forms, refusing unsafe assignments, and appealing to management, but are often in a crisis and feel they need more resources to stand up for patients.

MNA members have asked for more resources to use when in the middle of a staffing crisis, and now there is a new, easy-to-use tool to help Minnesota members in the heat of the moment and after the fact to hold administration accountable for their reckless staffing decisions.

The new MNA Quick Reference Card provides information in an accordion card format that you can keep with you at all times.

MNA staff created the accordion card to provide numerous resources and references to assist you in rejecting unsafe staffing assignments. It even fits in your badge holder!

The new card contains references such as:

- The Minnesota statute (law) numbers so that you can state exactly which law says you cannot be mandated to work beyond your scheduled shift if patient safety would be at risk if you do.
- A sample statement on how to refuse an unsafe assignment. You are NOT refusing to work, but rather refusing to take on an additional patient as you are already at capacity with the patients you have; or you haven't been oriented to the patient or equipment the supervisor is attempting to assign to you.
- References to the Joint Commission, the Minnesota Department of Health, and the Minnesota Board of Nursing.
- A space to write phone numbers to reach out for help when you are being told, "no, there is no one else." It is the hospital administration's job to staff the hospital, not the nurses. Hold them accountable to do so.



If you want more education on the specific sections of the card, please come to a staffing class hosted and taught by your union at <https://mnnurses.org/resources/education/education-calendar/> or watch the YouTube video tutorial at <https://www.youtube.com/watch?v=0rHe0yGGGzk>

If you haven't received a card yet, talk to your bargaining unit steward or chair.

MNA members in Iowa, Wisconsin, and North Dakota can contact MNA Nurse Staffing Specialist Carrie Mortrud, RN at (651) 414-2870, MNA Nurse Educator Kristina Maki, MS, RN, CNE at (651) 414-2883, or MNA Nursing Practice and Regulatory Affairs Specialist Jackie Russell, RN, JD at (651) 414-2826 for information about their states.

## Mark your calendar for MNA's Day on the Hill March 18-19, 2020

InterContinental • St. Paul Riverfront  
11 Kellogg Blvd E  
Saint Paul, Minnesota 55101

MNA's Day on the Hill is your opportunity to engage directly with your legislators on issues that affect your profession and ability to give quality patient care such as staffing, workplace violence, and healthcare.

Your stories and your advocacy are essential to progressing nurse legislative priorities at the Minnesota Capitol.

To learn more about Day on the Hill and to register right now, visit the Events section of MNA's website at [www.mnnurses.org](http://www.mnnurses.org) or email [Member.DOTH@mnnurses.org](mailto:Member.DOTH@mnnurses.org).

**Watch for more details  
coming soon!**



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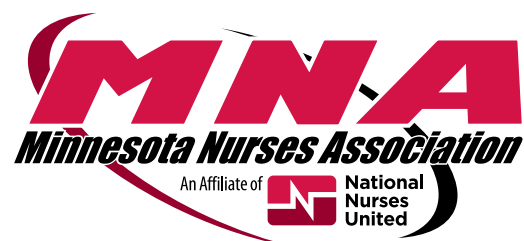
# NEW YEAR!

## New Exciting Opportunities



2020 is the year for MNA's statewide leadership elections. The call for nominations is this Spring, but start thinking now. Elected positions include: Board of Directors, Commission on Nursing Practice and Education Commission on Governmental Affairs, Committee on Elections, AFL-CIO delegates.

For details on what these roles entail, visit the Member Center on MNA's web site at [www.mnnurses.org](http://www.mnnurses.org) for access to MNA's Bylaws.



**MNA Annual Notices Regarding Dues** *(This notice is not applicable to public sector employees or employees of employers located in right-to-work states, except employees of employers in those states who are covered by the Railway Labor Act or are situated on U.S. Government property.)*

## **EMPLOYEES SUBJECT TO UNION SECURITY CLAUSES**

As an employee working under a Minnesota Nurses Association (MNA) agreement containing a union security clause, you are required, as a condition of employment, to pay dues or fees to MNA. This is the only obligation under the union security clause. You do not have to actually become a member of MNA. Individuals who are members pay dues while individuals who are non-members pay an agency fee. This fee, which is authorized by law, is your fair share of paying for the benefits of union representation that you and your co-workers receive. Non-members may file objections to paying for expenditures that are not germane to MNA's duties as collective bargaining representative and obtain a reduction in fees for those activities. This notice contains information relevant to deciding whether to object, and the internal MNA procedures for filing objections.

Non-member fee payers give up many benefits that only MNA members receive. As a member, you will have all the benefits and privileges of membership, including the right to fully participate in the internal activities of the union, the right to attend and participate in membership meetings, the right to participate in contract ratification and strike votes, the right to vote to set or raise dues and fees, the right to nominate and elect MNA officers, and the right to run for MNA office and for convention delegate.

If you nonetheless elect to become an agency fee payer, you will be required to pay, as a condition of employment, an "agency fee" that represents a percentage of the monthly dues for reasonable and necessary costs incurred in acting as your bargaining representative. The agency fee is calculated based on those "chargeable" expenditures germane to collective bargaining activities MNA incurred during the most recently completed fiscal year. Among those expenditures germane to collective bargaining for which agency fee payers may be charged are those made for the negotiation, administration, and enforcement of the collective bargaining agreement; all expenses related to representing employees in the bargaining unit, including the investigation and processing of grievances; MNA administration; and other germane expenses. Those expenditures that are non-chargeable are identified as expenditures for activities not germane to MNA's duty as your bargaining representative, such as expenditures for certain lobbying activities and to support political candidates. Currently, 22% of MNA's expenditures are deemed to be non-chargeable expenditures. The financial information provided herewith summarizes the chargeable and non-chargeable expenses.

If you are a member and wish to resign from MNA, or if you do not want to become a member, and you object to paying dues equal to the amount customarily paid by MNA members and wish to pay agency fees instead, you must notify MNA of your choice by sending a letter in the mail so stating to the Director of Finance, Minnesota Nurses

*Annual dues from page 15*

Association, 345 Randolph Avenue, Suite 200, St. Paul, MN, 55102. The letter must include your full name, mailing address, social security number, your employer's name, and your date of hire. In all cases, if you are thereafter employed as a new employee by another employer with a union security agreement with MNA, you must follow the above process with respect to obtaining agency fee status with your new employer.

If you submit a valid objection you will receive another copy of MNA's calculation of representational expenditures, verified by an independent certified public accountant, and MNA will advise you of the precise agency fee and the categories of chargeable expenses used to determine that fee. If you have signed a payroll deduction authorization card, MNA will instruct your employer to deduct that agency fee from your paycheck. If you have not signed a payroll deduction authorization card, you must pay the amount of the agency fee directly to MNA in a timely manner. This agency fee status will be treated as continuing in nature. Should you wish to discontinue this status, you may do so at any time by contacting MNA.

Non-member objectors have the right to challenge MNA's calculations of representational expenditures before an impartial arbitrator. Such challenges must be made in writing, explain the basis for the challenge, and be received by MNA within 30 days of the employee receiving the calculation information. Upon receipt of a timely valid challenge, MNA will put the challenged amount of dues in an interest-bearing escrow account. If more than one non-member objector challenges the calculations, the challenges will be consolidated for hearing. The decision of the impartial arbitrator will be final and binding.

MNA fully expects that few, if any, employees it represents will avail themselves of the option of agency fee status since it firmly believes that all employees represented by MNA recognize the importance of all the expenses incurred by MNA on their behalf in the continuing struggle to improve the working conditions and job security of employees represented by MNA. While it is your legal right to be a non-member and to object to paying full dues, we believe that doing so is not in your best interest or in the interest of your co-workers.

Before choosing agency fee payer status over full member benefits of MNA membership, read this notice carefully and be aware of the benefits that you will be giving up.

**Chargeable/Non-Chargeable Expense Analysis**

Fees charged to non-member agency fee payers support expenditures for representational costs such as collective bargaining, contract enforcement, grievance processing, union administration, and other matters made by the Minnesota Nurses Association and National Nurses United (NNU). The chargeable portion of the National Nurses United (NNU) assessment is based on an analysis of the NNU audited expenses. Non-chargeable items include, among other things, certain lobbying costs



and political activities, as well as costs related to maintaining a political action fund. Newsletter costs are non-chargeable to the extent that the content is related to a non-chargeable activity.

The financial information below summarizes the chargeable and non-chargeable expenses with corresponding percentages for each level.

### Agency Fee Analysis Financial Summary

*Source: 2018 Audited Financial Statements*

#### Schedule of Expenses and Allocation of Chargeable and Non-Chargeable Expenses Modified Cash Basis

Year Ended December 31, 2018

	Total	Non-Chargeable	Chargeable
EXPENSES			
Salaries/Benefits	9,085,926	1,006,585	8,079,341
Affiliation Fees	3,523,661	1,619,560	1,904,101
Negotiating Payments/Professional Fees	867,228	-	867,228
Travel/Meetings	811,474	46,917	764,557
Overhead/Administrative	625,666	203,201	422,465
Office Lease/Insurance/Depreciation	619,751	-	619,751
Political Committee	589,536	589,536	-
Printing/Mailings/Promotion	355,802	136,881	218,921
Total Expenses	<u>16,479,044</u>	<u>3,602,680</u>	<u>12,876,364</u>

FAIR SHARE PERCENTAGE

78%

### MNA Member Dues for 2020

MNA member dues will increase from \$68 per month to \$70 per month for 2020. Annual dues rates are calculated based on the change in the average starting pay of bargaining unit contracts. If the average starting pay increases, your MNA dues will increase on January 1 of each year. Dues rates for 2020 are based on the average change in starting pay rates at December 31, 2018. MNA dues for non-RNs will decrease from \$23.00-\$46.00 per month to \$21.83-\$43.67 per month.

Bargaining unit members who work less than 832 hours per year may be eligible for reduced dues at 50 percent of the regular dues rate. Dues for registered nurse members who do not belong to an MNA bargaining unit are also 50 percent of the regular dues rates.

*Annual dues continued continued on page 18*

*Annual dues from page 17*

An Associate Membership option is available for registered nurses who are not represented by MNA for collective bargaining, who wish to have access to MNA for volunteer activities, but with no additional membership rights. Student nurses enrolled in an RN Nursing program are also eligible for Associate Membership.

The annual and monthly dues rates for the various categories of dues payers are listed below. If you have any questions related to your MNA dues, please contact the MNA office and ask for a Membership Account Specialist.

**MNA Dues/Service Fees Effective January 1, 2020**

<b>Category</b>	<b>Annual</b>	<b>Monthly</b>
RN bargaining unit dues	\$840.00	\$70.00
Non RN-Professional dues	\$524.00	\$43.67
Non RN-LPN/Technical dues	\$393.00	\$32.75
Non RN-Other dues	\$262.00	\$21.83
RN bargaining unit-Service fee objector	\$655.20	\$54.60
Non RN-Professional-Service fee objector	\$408.72	\$34.06
Non RN-LPN/Technical-Service fee objector	\$306.54	\$25.54
Non RN-Other-Service fee objector	\$204.36	\$17.03
RN non-bargaining unit dues	\$420.00	\$35.00
RN Associate Membership	\$100.00	

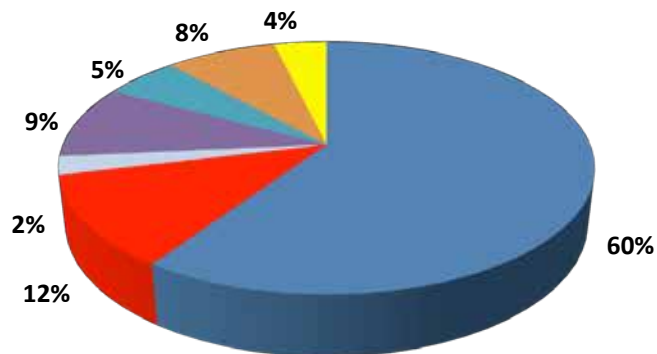
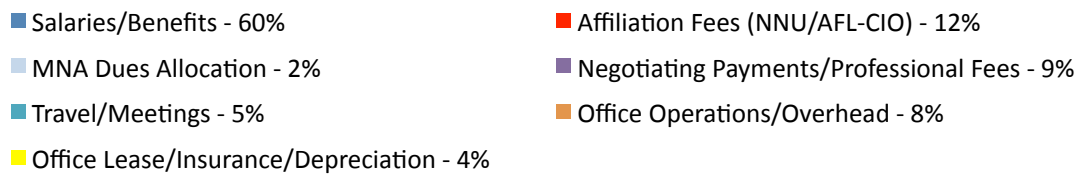
Note: Bargaining Unit members that work less than 832 hours per year may be eligible for reduced dues at 50 percent of the regular dues rate.

**MNA welcomes new staff**

- **Hailey Samples**, Administrative Assistant. Hailey comes to MNA from CarTech Books Inc. where she was a graphic designer. She's originally from Winona.
- **Amber Smigiel**, Communications Specialist. Amber worked at the United States Holocaust Memorial Museum, National Park Service, and Peace Corps before joining MNA's staff. She was born in Flint, Michigan.

## Dues Revenue Allocation

Salaries/Benefits - 60%	60%
Affiliation Fees (NNU/AFL-CIO) - 12%	12%
MNA Dues Allocation - 2%	2%
Negotiating Payments/Professional Fees - 9%	9%
Travel/Meetings - 5%	5%
Office Operations/Overhead - 8%	8%
Office Lease/Insurance/Depreciation - 4%	4%



Source: 2020 Budget

<b>Annual Dues <sup>1</sup></b>	<b>\$840</b>	<b>(\$70/month)</b>
Less: NNU Per Capita Dues (Red Slice)	<85>	
Less: AFL-CIO State & Regional Federations (Average, Red Slice)	<15>	
Member Dues Allocation (Strike, MNAF, MNA PC; Light Blue Slice)	<20>	
<b>Amount Available for MNA Operations</b>	<b>\$720</b>	<b>(\$60//month)</b>

<sup>1</sup> Annual dues will be 50 percent less for collective bargaining members working less than 832 hours per year and non-collective bargaining members.



345 Randolph Ave., Ste. 200  
St. Paul, MN 55102