

TCMNA Tentative Agreement Summary June 2026

Articles with no changes

Article 1 Recognition	Article 29 Overtime
Article 2 PRN Nurses	Article 34 Holiday Pay
Article 3 Management Rights	Article 39 Longevity Bonus
Article 4 Non-discrimination	Article 40 Retirement Benefits
Article 6 Seniority	Article 41 Other Fringe Benefits
Article 9 Conference Rooms	Article 44 Short Term and Long Term Disability
Article 10 Bulletin Boards	Article 45 Leaves of Absence
Article 12 Performance Evals and Discipline	Article 47 No Strike No Lockout
Article 14 Union Representation	Article 50 Salaried and Non-Bedside
Article 15 Special Conferences	Article 51 Alternative Work Arrangements
Article 21 Councils and Committees	Article 54 State and Federal Laws
Article 24 Layoff and Recall	Article 55 Successorship
Article 25 Tuition Reimbursement	
Article 26 Notice of Resignation	
Article 27 Work Day	

Changes to Articles

- Article 5 Payroll Deduction: Incorporated Union Security Clause into contract
- Article 7 Subcontracting: Clarified that non-union are not represented in this contract
- Article 8: New Hire Orientation: Improve means to reach new hires that do not attend
- Article 11 MNA Staff Access: Clarified that Union members are not MNA staff
- Article 13 Grievances and Arbitration: Extended timelines
- Article 16 Routine Information: Include FTE to monthly reports to TCMNA
- Article 17 Attendance: No change but incorporate ESTA
- Article 18 Meals and Rest Breaks: MMC will update TCMNA of Lactation Rooms
- Article 19 Workplace Safety: Will notify TCMNA of reported injuries, add discussion at Labor Management meetings, Improve patient and staff safety
- Article 20 Technology: Maintain Telesitters language, Add AI language and Telemedicine language
- Article 22 Filling of vacancies: Remove shift requirements for awarding positions. Reduce corrective action as a determining factor for awards.

- Article 23 Floating: Limits to O2 support, restrictions based on gestational age, adds A6 Recovery to CDS, Lactation RNs will not float
- Article 28 On-call; Timelines for changes to on-call and bargaining the effects, \$4.75 on-call pay, Transparency in posting and job offers of on-call requirements.
- Article 30 Mandatory Overtime: Changes to definition and separation of voluntary overtime. Dates still recorded for both. Float pool can be mandated if 4 hours on a unit.
- Article 31 Work Scheduling: Week four add non-bargaining unit to sign up. Improvements to weekend balancing language.
- Article 32 Scheduled PTO: Ability to work full FTE and not use PTO for covered weekends.
- Article 33 Holiday Scheduling: Update years in contract
- Article 35 Float Pool: Increase legacy float differential. Add Pool IV with M-C and med surg or Tele
- Article 36 Low Census: Change order to LC non-bargaining unit first. LCOG pay increase to \$4.75
- Article 37 Wages: 5% each year of the contract. Add step to top of scale. Top of scale will receive a percentage increase and an annual lump sum based on previous year.
- Sane Nurse increase and remove requirement for additional on-call. Add Eye team to specialty.
- Article 38 Health Insurance: Update years in the contract.
- Article 42 Other Benefits and Practices: Remove tri-share
- Article 43 PTO: Clarify that no requirement to use PTO for Low Census. Annual sell back at MMC determination. PRN C will have ESTA bank and maintain 24 hours for LC/illness.
- Article 46 Staffing: Increase number of Staffing Committee meetings.
- Article 48 Nurse Practitioners: Update dates for PTO scheduling, Increase midnight differential to \$4.00, Move NNP to six week schedules, Add NNP to Annual Quality Incentive.
- Article 49 Surgical Services: Annual PTO requests not limited to 24 hours, may submit email requests, IR improve PTO request process, Cath lab, A6 and EP may have additional techs or nurses on PTO, PACU process per Art 31, Define late days for A6.
- Article 52 Transport pay: increase for NNP to \$200.00
- Article 56 Termination: Three year contract, ends in March of 2029
- Side Letter for Surgical Services On-call.