

**ALLINA HEALTH'S OFFER**  
**TO MINNESOTA NURSES ASSOCIATION**

**AUGUST 1, 2016:**

Your MNA Negotiation Team does NOT recommend this last offer from Allina Health. MNA objected and unequivocally told Allina that we were not going to waive our rights to file unfair labor practice charges, pursue litigation, and that we were not going to withdraw our information requests and pending charges.

1. **Wages:** Allina Health proposes across-the-board increases to the current base wage scales as follows:
  - 2.0 percent increase effective the first day of the payroll period starting closest to the date of ratification (*no retroactivity*).
  - 2.0 percent increase effective the first day of the payroll period starting closest to June 1, 2017.
  - 2.0 percent increase effective the first day of the payroll period starting closest to June 1, 2018.
  
2. **Health Insurance:** Allina Health proposes as follows:
  - a. **Eliminate** contract language prohibiting employer from changing health benefits whenever they choose.
  
  - b. **Eliminate** the 250 Plan and the Plus Plan effective December 31, 2016. No new registered nurses will be allowed to enroll in the Choice Plan or Advantage Plan. When the Choice Plan has 1,000 lives (*MNA nurses and their family members*) remaining, that Plan will be eliminated. When the Advantage Plan has 1,000 lives (*MNA nurses and their family members*) remaining, that Plan will be eliminated.
  
  - c. **Eliminate contract language on employer contribution** for health insurance (85%-75%). Freeze contribution by Allina Health on health insurance premiums at 2016 dollars. Future contribution toward health care will be 2% each year above the 2016 dollars.
  
  - d. Combine the Advantage Plan participants and Choice Plan participants for establishing yearly premium.
  
  - e. "Cadillac Tax" will be paid in full by registered nurses enrolled in the Choice or Advantage plan. (*This is a new additional demand put forth as of August 1, 2016 by Allina Health.*)
  
  - f. Effective January 1, 2018: Increase in the deductibles to \$300 per person and \$900 per family for in-network for the Choice and Advantage Plans. (The deductible will apply to inpatient hospital care and outpatient hospital/ambulatory care.)
  
  - g. Effective January 1, 2018: Increase non-preventive office visit co-pays of \$20 in- network.
  
  - h. Effective January 1, 2018: Increase emergency room co-pays of \$50.
  
  - i. A Health Insurance Committee to meet at least four (4) times per year. The purposes of this committee will be to review health insurance information, costs, benefit designs, administration issues, and trends.

3. **Letters of Understanding:** Allina Health proposes to renew the letters of understanding, except for the United Hospital's "Zero Deductible Health Insurance Option LOU 1990."
4. **Duration:** Allina Health proposes the contract duration effective the date of ratification through May 31, 2019.
5. **Workplace Safety Committee:** Registered nurses may attend the facility discussion on workplace safety, (no release of nurses is guaranteed). If a nurse misses more than 2 meetings in 6-months the nurse will be removed.
6. **Workplace Safety Discussion (LMC):** An agenda item on Workplace Safety may occur in LMC.
7. Tentative agreements reached to date.
8. The parties agree to otherwise conform the contracts to the specific agreements detailed in this Settlement.
9. Except as described above, Allina Health and the Union withdraw all proposals.
10. Allina Health will agree to process grievances filed between June 1, 2016 and the date of ratification through the arbitration step in the grievance-arbitration procedure if requested by the Union. Allina Health is not waiving any defenses it may have in those cases, including but not limited to procedural defenses or defenses on the merits.
11. The Union will immediately withdraw the following unfair labor practice (hereafter "ULP") charges that were filed with the National Labor Relations Board (hereafter "NLRB") on or before the date of ratification by the Union and bargaining unit nurses and the withdrawal shall be with prejudice: 18-CA-175244, 18-CA-175245, 18-CA-175246, 18-CA-175247, 18-CA-175248, 18-CA-178050, 18-CA-178051, 18-CA-178052, 18-CA-178054, 18-CA-178248, 18-CA-178250, 18-CA-178251, 18-CA-178252, and 18-CA-178253. This Package Proposal is conditioned on the approval of the Union's withdrawal request.

The Hospitals and the Union (on behalf of itself and the bargaining unit nurses) further agree not to file any additional ULP charges with the NLRB over actions which occurred on or before the date of ratification of the Settlement by the Union bargaining unit nurses. The Parties also agree not to commence any litigation in any state or federal court over actions which occurred on or before the date of ratification of the Settlement by the Union bargaining unit nurses and any such action, if filed, shall be immediately withdrawn with prejudice. Any grievances that relate to the circumstances underlying any ULP charge shall be withdrawn with prejudice.

12. All information requests, to the extent any are outstanding, are withdrawn.