



**IMPORTANT UPDATE TO ALL REGISTERED NURSES
WHO ARE RETURNING TO WORK FOLLOWING
THE UNFAIR LABOR PRACTICE STRIKE**

OCTOBER 20, 2016

LIFE INSURANCE:

On Monday October 17, 2016 (the first day following our return to work) MNA members reported that Allina Health was communicating that nurses could not maintain previous elections that were made in "Life Insurance". Specifically, nurses who had maintained voluntary additional coverage up to six (6) times the nurse's annual salary through paying for COBRA or continuation of coverage were told they **could not** maintain that level of coverage.

On October 17, the MNA office sent a letter to Allina Health to determine if this was accurate. Late yesterday, the MNA office received a response to the life insurance continuation issue as well as a number of other return to work concerns of striking nurses (see attached). Allina Health is reporting that **they will not recognize previous elections** for additional life insurance coverage by striking nurses who pay for continuation of coverage, rather, **they will allow only three (3) times the annual salary for 2016, and require proof of insurability for 2017 for any additional coverage beyond your annual salary.**

MNA believes that Allina's position violates our contract as well as federal labor law. We have notified Allina Health that we believe that they are not in compliance with the law, and if they do not lift these limitations, MNA will pursue all avenues available for redress.

RECOMMENDATIONS FOR RE-ENROLLMENT (OCTOBER 17, 2016-OCTOBER 31,2016)

MNA recommends that nurses elect a continuation of life insurance coverage for the month of October by completing the paperwork provided by Flex Compensation and pay the premium due. It is also recommended that you keep a copy of the paperwork you submit, as well as proof of payment (ie: copies of checks).

When re-enrolling for life insurance, MNA recommends that nurses elect the maximum amount you choose and/or what is allowable. MNA will legally challenge Allina Health's decision against nurses who have been on strike by changing the benefits that they had elected previously and we need to be able to demonstrate that nurses want the highest amount allowable.

HEALTH INSURANCE AND DENTAL:

Allina Health has responded that any registered nurse who was on strike for more than 30 days will need to re-enroll in health and dental insurance for November and December coverage. All deductibles and out-of-pocket expenses for 2016 will not start over. Those nurses have the

opportunity to elect a different plan and different levels of coverage. In order to receive coverage for November and December, nurses must re-enroll no later than Monday, October 31, 2016.

FLEXIBLE SPENDING ACCOUNTS:

Nurses who had previously elected a Flexible Spending Account and want to continue access to the account must re-enroll and elect the full amount for 2016 that they wish to contribute for 2016. For example, if you elected \$2000 for 2016, you would need to re-elect \$2000 during re-enrollment. Whatever remaining contributions need to be made via payroll deductions will be spread evenly throughout November and December.

By re-enrolling, nurses will have the ability to submit claims for eligible expenses between September 5, 2016 and October 31, 2016, as well as November and December without electing COBRA. If you choose not to re-enroll in a Flexible Spending Account for the remainder of 2016, your coverage will have ended on September 4, 2016 and you will not be eligible to submit further claims for the year.

For any questions or concerns please contact the following Labor Specialist:

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