



September 30, 2016 - MNA Bargaining Update

THERE IS NO AGREEMENT - NURSES CONTINUE THEIR ULP STRIKE
VOTE TO BE SCHEDULED NEXT WEEK - MORE DETAILS TO COME FRIDAY

On September 23, 2016, Federal Mediators called Allina Health and MNA back to the negotiation table. We met with Allina Health on Tuesday, September 27 for 14 hours, on September 28 for 11 hours, and again today for over 14 hours.

Negotiations ended without an agreement. Although we came together with the goal of being able to recommend an agreement, due to the unwillingness of Allina to make any further movement without additional concessions elsewhere, our Negotiation Team made the hard decision to take this contract offer to you for a vote.

Details about voting locations and times will come out today, Friday, September 30.

Even though Allina's offer did not have everything our Union advocated for, our Union was able to accomplish the following in the proposal:

- Wages: 2%, 2%, 2% with retroactivity.
- Retention bonus: \$500 for nurses who are employed at the time of ratification and have a scheduled hours position on June 1, 2017.
- Workplace Safety - Security Officer: 24/7 Security Guard in the ED who will not respond to house-wide Code Greens and whose primary responsibility will be the ED.
- Workplace Safety - Training: 2 hours of training in a classroom (face-to-face) setting with 1 RN Clinical expert.
- Workplace Safety - House-wide Community Committee: 1 RN per every 500 RNs in the bargaining unit will meet at least 6 times per year (PEI shall meet at least 4 times).
- Workplace Safety - LMC: Workplace safety shall be a standing item and LMC will discuss the necessary length of training education.
- Schedules and Postings: All postings shall specify the 7-day time period in which seniority applies and will speed up the process, and ensure RNs will be notified in writing and orally.
- Flexible Schedules at United Hospital: United Hospital may post 12-hour permanent schedules.
- Consecutive Days of Scheduled Shifts: RNs who work three (3) 12-hour shifts will not be scheduled for a fourth (4th) eight (8) hour shift.
- Recognized Degrees: Doctors of Nursing Practice and Masters of Psychology (for all units) will be added to the list of recognized degrees.
- Critical Illness and Death in the Family: RNs will be eligible to use sick time if eligible
- Education for Unity Hospital: Unity Hospital shall have the same tuition reimbursement (\$3500) and workshop dollars (\$750) as the other Metro Allina facilities.



NEGOTIATION NEWS

Nurses put the care in healthcare

A graphic of a stethoscope with a heart shape formed by the top part of the tubing, positioned to the right of the text.

- Charge Nurse Assignment Committee: A committee will be created whose purpose to review, evaluate, and implement changes to Charge Nurse's patient assignments.
- Insurance: There will be "no diminishment of benefits" in the Core plans until 2019. The premium contributions for the Core plans will be fixed in the contracts (85% single, 80% single plus children, 75% single plus spouse, and 75% family). In addition, an Insurance Committee will be created that will meet four times per year which will review health insurance information, costs, plan designs, issues, and trends.

There were several areas that we were not able to achieve what we had hoped for:

- MNA advocated for a \$500 ratification bonus. Allina did not agree.
- Insurance:
 - Allina insisted on caps to their premium contributions in the MNA plans in 2019 - so nurses would be responsible for your premium plus 97% of the premium increase in 2019. MNA advocated against a cap.
 - Allina insisted on giving nurses a "transition" bonus to ensure they moved to the Core plans in 2017 and 2018. If an RN moves in 2017 they will receive a \$700 transition HRA/HSA contribution bonus. If an RN moves in 2018, they will receive a \$300 transition HRA/HSA contribution bonus. MNA advocated for a contribution to all nurses when they transition to the Core plans.
 - Allina insisted on being able to change Allina First plans after 2020 by a 7% actuarial value over the term of the contract.
- Allina insisted that our Union withdraw all grievances that are referenced in the unfair labor practice charges. Allina insisted that our Union withdraw all ULPs and waive our right to pursue litigation or other ULPs.

Next Steps:

To view the full proposal from Allina, go to <http://mnnurses.org/news/negotiation-updates/mna-nurse-negotiations-allina-health/proposals/allina-health-proposals/>

More details about the vote will be forthcoming later today, Friday September 30, 2016.

Stay tuned for more information from your bargaining team.

In solidarity,

MNA Negotiation Team