



MINNESOTA NURSES ASSOCIATION WHAT YOUR VOTE MEANS ON AUGUST 18th

A VOTE “NO” MEANS: *(Your MNA Negotiation Team recommends a “NO” Vote)*

1. **We REJECT** Allina Health’s last offer and authorize an open ended unfair labor practice strike.
2. **We REJECT** Allina Health’s attempts to silence our Union and Allina’s failure to protect Registered Nurses by increasing security to prevent Registered Nurses and other caregivers from being injured on the job.
3. **We say NO** to Allina Health’s refusal to address staffing ratios, breaks, and charge nurse’s assignments. We further say **NO** to Allina Health’s **refusal** to address unsafe staffing.
4. **We say NO** to the refusal of Allina to negotiate a fair settlement for all nurses.
5. **We stand together** to demand a fair contract for all and expect with a **NO** vote that the Federal Mediators will call both sides together before the actual date of the strike.

**A vote no means we will stand together in advocating for
our union voice and protecting patient safety.**

A VOTE “YES” MEANS:

1. **A YES vote means you agree** to wage increases will be of 2% (**no retroactive increase from June 1, 2016**), 2% (2017), and 2% (2018).
2. **A YES vote means you agree** to accept NO future protection for Staffing and Workplace Safety.
3. **A YES vote means you agree** to effectively eliminate the Minnesota Nurses Association health insurance plans that 10,000 MNA members and their families in the metro and out-of-the-metro MNA Hospitals.
4. **A YES vote means you agree to eliminate** contract language prohibiting the employer from changing health benefits whenever they choose.
5. **A YES vote means you agree to eliminate contract language on employer contributions** for health insurance (85%-75%). Allina will abolish the long-standing practice (that Fairview went on a successful strike for in 2001). This means Allina will no longer pay the fixed percentage of a premium. Instead, nurses will bear nearly the entire cost of the increase in premiums. Future contributions by Allina would be a capped amount plus a meager 2% each year above the 2016 dollars.
6. **A YES vote means that you agree Allina Health will charge MNA members for the full amount Allina would have to pay for the “Cadillac Tax”**. This tax is intended to be a tax on employers, not employees.

**A vote yes to Allina Health’s offer is a vote to silence our union voice,
the voice of the Registered Nurses, in advocating for patient safety.**