

February 22, 2019

Professional Distinction

Personal Dignity

Patient Advocacy

Timothy Kohls, Esq.  
Allina Health System  
Mail Route 10705 | Box 43  
Minneapolis, MN 55440-0043

SENT VIA EMAIL and US Post

Dear Mr. Kohls:

I am in receipt of your correspondence dated Tuesday, February 19, 2019, regarding the scheduling of dates for our upcoming negotiations. The System is offering to begin negotiations near the end of March. Typically, the parties commence bargaining early to mid-March and bargain through the beginning of May. This timeframe provides the parties an opportunity to have a full and complete understanding of each party's proposals and possible solutions.

The Union is concerned about the lack of dates offered in March to bargain a successor collective bargaining agreement. Additional opportunities for the parties to meet would provide for a more meaningful amount of time to negotiate a successor agreement. MNA continues to believe that in order to have sufficient time for meaningful discussion, the Union and the Employer should set aside added dates with the understanding that dates can be canceled should these dates be not needed. Despite this concern the Union is prepared to meet and negotiate on the following dates that the employer has offered:

March 26 and 27  
April 18, 23, 24 and 25  
May 2, 9, 14, 15 and 16

It also appears that you are proposing the parties waive the contractual requirement to exchange proposals by March 15. The Union is not in agreement and would instead propose that we meet at a mutually agreed time and location on Friday, March 15, 2019, for the purposes of exchanging proposals. It would be our expectation that these proposals would be the initial proposals the parties intend to bring forward in legislative format and would consider the initial proposal exchange complete. This would provide both parties sufficient opportunity to prepare for meaningful and productive discussion on our first date of negotiations.

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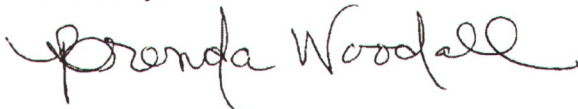
Web: [www.mnnurses.org](http://www.mnnurses.org)



AFL-CIO

Finally, we propose that we secure a mutually agreeable hotel location for negotiations. The parties may split the costs associated with meeting room reservation, but each will cover the cost of catering and other expenses for its bargaining team.

Sincerely,

A handwritten signature in black ink that reads "Brenda Woodall". The signature is written in a cursive style with a large initial "B" and a long, sweeping underline.

Brenda Woodall  
Labor Relations Specialist

Cc: Tom Poulos, Director of Labor Relations  
Scott Kleckner, MNA Labor Relations Specialist  
MNA Allina Negotiating Committee  
Wendy Coy, Human Resources