



Minnesota Nurses Association Allina Nurses Initial Proposals Summary

Based on feedback from nurses, including the survey, All Nurse Meetings, and one-on-one conversations, your MNA Allina Negotiating Team has made the following proposals that would apply to all Allina Metro contracts. These are in addition to the proposals that all teams have made across the metro. Please note that these initial proposals serve as a starting point in negotiations with Allina Health.

- Health Insurance
 - Protection from Allina diminishing the overall value of Allina First plan without MNA's consent.
 - \$1000 deposited in an employee's HRA- Employees who do not insure through Allina deposit in FSA.
 - Increase percentage of health insurance premium Allina pays.
- Staffing
 - Staffing crisis – triple time for shift needs with less than 24-hour notice; closure of unit when understaffed.
- Education – increased bank for both workshops and tuition; travel expenses included
 - Orientation – 40 shift duration of orientation; cap preceptors at 3.
- Pay
 - Increase to extra weekend bonus.
- On Call
 - Mandatory call schedule for rolling 6-month periods.
 - Bonus for picking up unscheduled call shifts on weekends.
 - Call pay rate differential for holiday call.
 - Nurse released from next day shift if call in work ends after midnight.
 - Call in adjacent to shift guaranteed 4 hours guarantee.
- Job Postings
 - Standardized qualification through mutual agreement between Allina and MNA.
- Paid Benefit time
 - Sick leave out upon retirement payout increase.
 - Extend holiday periods to 28 hours (does not include Christmas or New Year).
- Leave of Absence
 - Bereavement – Add grandparent in-law and ex-spouse with minor children.
 - Critical Illness - Add grandparent in-law and ex-spouse with minor children.
- Discipline
 - Discipline advancement only for similar issues.
 - Discipline only stays in file for 1 year.
- Union Building
 - Equity Steward.
 - 90-minute New Employee Union Orientation.
 - Added Right to Work protections.
 - MNA Bulletin Board access.