

Allina Health
2019 Metro MNA Negotiations
Second Written Response to Union Proposals
April 3, 2019
Time: 11:00 am

Allina Health responds to the union's proposals as set forth below.

ANW/PEI Union Proposal #9: Allina Health will agree to modify the straight night time-off bonus section in each of the collective bargaining agreements as described below.

X. Straight Night Time-Off Bonus:

In addition to the straight night differential (see Subsection X.X.X above), a full-time nurse working a permanent night shift for at least six (6) months shall receive a ~~time-off~~ bonus ~~of equivalent to two and one-half (2½) days~~ of with-pay at the end of each six- (6) month period. ~~At the option of the nurse, pay in lieu of time off may be elected.~~ Part-time nurses working a permanent night shift for at least six (6) months shall receive a ~~time-off prorated~~ bonus ~~prorated based on the nurse's FTE from the above number of days, or pay in lieu thereof, for each six (6) months of permanent night assignment.~~

- Abbott Northwestern/PEI: Section 4.L (referencing Subsection 4.J.3 (Straight Night Differential) in the first line)
- Mercy: Section 4.M (referencing Subsection 4.J.4 (straight night differential) in the first line)
- Unity: Section 5.L (referencing Subsection 5.J.3 (Straight Night Differential) in the first line)
- United: Section 4(n) (referencing Subsection 4(k)(4) (straight night differential) in the first line)

ANW/PEI Union Proposal #17: Allina Health agrees to the union's proposed addition to Subsection 9.D.2 of the collective bargaining agreement regarding nurses working less than every fourth weekend taking vacation on their weekend to work. (The precise location within the subsection can be addressed while the parties draft the successor collective bargaining agreement.)

ANW/PEI Union Proposal #20: Allina Health agrees to replace "AIDS" with "blood borne diseases including, but not limited to, HIV and Hepatitis" to the introductory paragraph of Section 12.D.

United Union Proposal #1: Allina Health will agree to the union's proposed addition to the last paragraph of Section 3(a) regarding working more than 16.5 consecutive hours if the union agrees to Item 5 (Scheduling – Maximum Hours) from Allina's First Proposal dated March 15, 2019.

Allina Health will provide proposals on certain economic items, including wages, at a later time.

Allina Health reserves the right to propose language “clean up” items and to agree to make technical corrections during the contract drafting process.

Allina Health reserves the right to add, subtract, or modify its proposals and the right to make counter-proposals regarding any proposals submitted by the Union.