

Methodist Hospital and Minnesota Nurses Association Tentative Agreement 4/15/2019

Article 13, Section B Serious Illness or Death in the Immediate Family:

A leave of absence without pay will be granted to nurses for serious illness or death in the immediate family (parents, parents-in-law, brothers, sisters, sons, daughters, grandparents, grandchildren, husbands, wives, step-parents, step-sons, step-daughters, ~~life partners~~, foster children, and such others as may be agreed upon between the nurse and the Hospital) for the period of up to ninety (90) calendar days. The nurse will also be granted such leave for family members and others for which the nurse is the appointed legal guardian. The nurse will be required to produce legal documentation of such guardianship upon request. Length of service benefits will not accrue, but will remain the same as at the beginning of the leave. The Hospital will not permanently fill the nurse's position during the period of leave of absence.

The Hospital will provide nurses the benefits contained in the Hospital's Primary Caregiver Policy as it exists from time to time.

Article 13, Section C Bereavement Leave:

A leave of absence of three (3) days without loss of pay will be granted to nurses in case of death in the immediate family (loss of parents, parents-in-law, brothers, sisters, sons, daughters, grandparents, grandchildren, husbands, wives, step-parents, stepsons, step-daughters, ~~life partners~~, foster children, and such others as may be agreed upon between the nurse and the Hospital) for the purpose of attending the funeral. Such three (3) day leave shall be for work days lost during a five (5) day period starting two (2) days prior to the funeral through two (2) days after the funeral or any other work days lost to attend a ceremonial event associated with death. A fourth (4th) day of funeral leave with pay shall be permitted if travel to the funeral event is greater than 300 miles.



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Section 28 INSURANCE BENEFITS:

A. Hospitalization Insurance:

The Hospital shall provide nurses the benefits contained in the Hospital's Group Hospitalization and Medical Insurance Program existing from time to time on the following basis:

1. The Hospital shall pay twenty-five dollars (\$25.00) per month or eighty-five percent (85%) of the single employee premium, whichever is greater, toward the cost of single employee coverage under the Methodist Hospital Primary Plan for those nurses electing to be covered by the insurance program. The Hospital shall pay 75% per month toward single plus one or family coverage under the Methodist Hospital Primary Plan for those nurses electing such coverage. Eligible dependents shall include, among others, ~~spousal equivalents defined as same sex partners who submit an "Affidavit of Spousal Equivalency" and~~ dependent children. The balance of the premium cost shall be paid by the nurse.

Contributions to other health insurance plan options shall be based on the dollar contributions noted above or the current dollar contributions to the other plan options, whichever is greater.

Article 28, Section A INSURANCE BENEFITS:

B. Hospitalization Insurance:

The Hospital shall provide nurses the benefits contained in the Hospital's Group Hospitalization and Medical Insurance Program existing from time to time on the following basis:

1. The Hospital shall pay twenty-five dollars (\$25.00) per month or eighty-five percent (85%) of the single employee premium, whichever is greater, toward the cost of single employee coverage under the Methodist Hospital Primary Plan for those nurses electing to be covered by the insurance program. The Hospital shall pay 75% per month toward single plus one or family coverage under the Methodist Hospital Primary Plan for those nurses electing such coverage. Eligible dependents shall include, among others, spousal equivalents defined as same sex partners who submit an "Affidavit of Spousal Equivalency" and



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dependent children. The balance of the premium cost shall be paid by the nurse.

Contributions to other health insurance plan options shall be based on the dollar contributions noted above or the current dollar contributions to the other plan options, whichever is greater.

2. Part-time nurses meeting the hours requirement in Section ~~6-C3-10(A)~~ of this Agreement shall be eligible for the same hospitalization insurance benefits as full-time nurses. No change in said insurance program shall diminish overall benefits for nurses.
3. A nurse who terminates employment at or after age 55 and is eligible and has applied for pension benefits under the pension plan to which the Hospital has contributed shall have the opportunity to continue employee and dependent coverage in the group hospitalization and medical insurance program at the Hospital as said program is provided for in Section 28 at the group rate and at the nurse's expense up to the time that the nurse and her or his dependents qualify for Medicare.

~~A nurse who terminates employment prior to January 1, 2007, and is pension eligible under the Rule of 85 (age plus pension benefit credit years equal 85 or more) and has applied for pension benefits is entitled to have the Hospital continue paying the Hospital's portion of the health insurance for two (2) years after termination. Any nurse who is actively receiving this support as of January 1, 2007, shall continue to receive such support for the remainder of the two (2) year benefit time period.~~

An additional hospitalization insurance provision relating to senior nurses at the time of a layoff or major nursing restructuring is set forth in Section 14 F relating to Layoff of this Contract Agreement.



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Article 28, Section C Life Insurance:

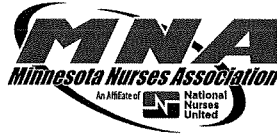
The Hospital shall provide and pay the full cost of a group term life insurance program for full-time nurses and regular part-time nurses meeting the hours requirement in Section ~~6-C3~~ 10(A) of this Agreement. The Plan shall include the following basic provisions:

4. The amount of coverage shall be \$50,000.00 for full and part-time nurses.
5. Nurses shall be covered by the plan on the first day of the month following the date of employment.
6. Coverage shall continue to age seventy (70).
7. Eligibility for benefits and all payments hereunder shall be subject to the terms and provisions of the insurance contract establishing the group term life insurance plan. Copies of the insurance contract and any amendments shall be furnished to the Association and Summary Plan Descriptions shall be provided to the Association and to all eligible nurses.

C. Article 28, Section E Dental Insurance:

The Hospital shall provide and pay the full cost of a group term dental insurance program for full-time nurses and regular part-time nurses meeting the hours requirement in Section 10(A)~~6-C3~~ of this Agreement. The plan shall include the following basic provisions:

1. The plan shall be a "reasonable and customary" plan providing reimbursement for three types of expenses. The definition of expenses is attached hereto as Appendix A and incorporated as part of this Agreement. Type 1 expenses shall be reimbursed at 80% of the reasonable and customary charge with no deductible; Type 2 expenses shall be reimbursed at 80% of the reasonable and customary charge with a \$25.00 deductible per year; and Type 3 expenses shall be reimbursed at 50% of the reasonable and customary charge with a deductible of \$25.00 per year.
2. All benefited nurses employed shall be automatically covered by the plan, and newly-hired nurses shall be covered on the first day of the month following the nurse's date of hire with the Hospital.

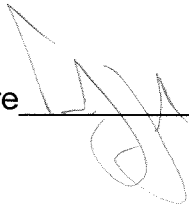


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3. The Hospital will make a program providing dependent group dental coverage available, the additional premium for such dependent coverage to be paid by the nurse.
4. Eligibility for benefits and all payments hereunder shall be subject to the terms and provisions of the insurance contract establishing the group dental insurance plan. Copies of the insurance contract shall be furnished to the Association and Summary Plan Descriptions shall be provided to the Association and to all eligible nurses.

Methodist Hospital

Signature

 4-15-19

Minnesota Nurses Association

Signature

