



**Minnesota Nurses Association Proposal to Allina Health
April 18, 2019**

MNA Counters/Responds the to the following Allina Health proposals.

1. **Low Needs:** MNA rejects the employer's proposal to address the Low Needs issue as a conformed issue. MNA will respond to the employer proposal per hospital as four separate responses.
2. **Extra Hours:** MNA rejects the employer's proposal to address the Extra Hours issue as a conformed issue. MNA will respond to the employer proposal per hospital as four separate responses.
3. **Job Vacancies:** MNA rejects and we would refer you to ML #46, ML #47, Mercy #13 and Mercy #14.
4. **Experience Credit:** MNA will agree to Allina Health's proposal to modify the experience credit provisions at Mercy, United and Unity as described in Exhibit D, if Allina will agree to Unity #7, United #4 and Mercy #6.
5. **Scheduling – Maximum Hours:** See Attached Counter proposal
6. **Working Across Campuses – Mercy/Unity:** MNA Rejects
7. **Vacation Allocation Formula:** MNA rejects the employer's proposal but will be countering at a later date.
8. **Sick Call Notice:** Allina Health proposes to add a provision regarding notice for sick calls as described in the attached Exhibit H to better align with the low need provisions and to standardize the notice requirement across the metro hospitals.
9. **Endoscopy LOU:** Will respond after further clarification from the employer.

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