

Allina Health
2019 Metro MNA Negotiations
Seventh Written Response to Union Proposals
April 24, 2019

Time: _____

Allina Health provides the following package proposal:

- A. Allina Health 9 as revised and described in the attached Exhibit I-2.
- B. ANW/PEI Union Proposal #7.
- C. ANW/PEI Union Proposal #11 (except the references to contract sections, which can be addressed while the parties draft the successor collective bargaining agreement).
- D. ANW/PEI Union Proposal #12.
- E. ANW/PEI Union Proposal #16 (changes to Section 8.H only) as revised and described below.

8. HOLIDAYS FOR FULL-TIME NURSES:

H. Holiday Scheduling:

Except in cases of emergency or unavoidable situations where it would have the effect of depriving patients of needed nursing service, nurses shall not be required to work more than half of the following holidays: New Year's Eve relief shift, New Year's Day, Memorial Day, July 4, Labor Day, Thanksgiving Day, Christmas Eve relief shift, and Christmas Day.

In areas that do not operate twenty-four (24) hours per day, seven (7) days per week, the Hospital and the union will meet to develop a holiday schedule that meets the staffing targets for the area based on anticipated census, provided that no nurse will be required to work more than half the holidays described in the previous paragraph.

A full-time nurse shall not be expected to work more than three (3) of the six (6) specified holidays in this section in any calendar year.

A non-15 year full-time nurse who works more than three (3) of the six (6) specified holidays shall be paid an additional fifty dollars (\$50.00) for each full holiday shift. A holiday bonus shall not be paid if the additional holiday is worked as a result of nurses voluntarily exchanging hours.

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.

EXHIBIT I-2

LOU MNA ANW/PEI #15
Effective Date: June 1, 2019

LETTER OF UNDERSTANDING
between
Minnesota Nurses Association and
Abbott Northwestern Hospital / Phillips Eye Institute

REGISTERED NURSES IN THE PROCEDURE AND PREP AND RECOVERY AREAS
ENDOSCOPY DEPARTMENT

1. Endoscopy registered nurses will work between the hours of 6:00 a.m. and 6:30 p.m. unless the decision is made to expand the hours. The two current nurses who were hired to work from 11:00 a.m. to 7:30 p.m. will continue to work that schedule.
2. All Endoscopy nurses (including ACNMs) will follow the provisions outlined in Section 5, "On-Call Duty."
3. Changes in the future from eight-hour shifts would be voluntary as specified in the labor agreement unless the employer decides to hire into other than eight-hour shifts, which is permitted in the labor agreement. All flexible schedule agreement positions or conversions to ten or 12-hour shifts will be reviewed and mutually agreed upon in MNA Labor Management. Ten or 12-hour shifts and positions will not affect any nurse's eligibility for Shift of Choice or early start times.
6. Call eligible nurses will continue scheduled call shifts from 6:00 PM to 6:00 AM.
7. Helping Hands work would occur only during low census in the Endoscopy area.
8. The ACNM will take patient assignments frequently enough to maintain competency in both Prep and Recovery and Procedures.
9. Work areas:
 - A. Current nurses who were grandfathered to either Prep and Recovery or Procedures will continue to work there area and maintain their current FTE and shift.
 - B. Current nurses who rotate between Prep and Recovery and Procedure (Blender position) will continue to work in both areas.
 - C. Newly-hired nurses will be hired to rotate between Prep and Recovery and Procedures (Blender).

Allina Health
2019 Metro MNA Negotiations
Eighth Written Response to Union Proposals

April 24, 2019

Time: 3:00 pm

Allina Health proposes the "Action Item" set forth below for each of the respective collective bargaining agreements.

ACTION ITEM

Allina Health and the union have a mutual interest in continually improving the care environment to assure that it is both safe and therapeutic. In support of that mutual interest, these parties agree to this Action Item as follows:

- A group of representatives from the hospital and the union will be designated to discuss current actions/interventions that are in place, review and identify any additional areas for discussion, and develop a worklist/recommendations for the hospital's violence prevention committee to consider.
- The group will meet during the 90-day period following ratification of the collective bargaining agreement.

After 90-day period, any continuing work will review of the current or potential actions/interventions will take place in the house-wide LMC. The LMC can also review actions taken by the violence prevention committee on the worklists/recommendations and develop further worklists/recommendations for the violence prevention committee to consider as needs change.

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.