

Allina Health
2019 Metro MNA Negotiations
Tenth Written Response to Union Proposals
WSP Counter-Proposal
May 9, 2019
Time: 3:00 pm

Allina Health makes the counter-proposal proposal set forth below.

ANW/PEI Union Proposal #5: Allina Health modifies its counter-proposal on the Weekend Scheduling Program as described in the attached Exhibit 2-a. (Edits show changes to Allina's counter-proposal from March 27, 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.

EXHIBIT 2-a

3. Hours:

J. Weekend Scheduling Program:

The hospital may establish flexible scheduling plans providing work schedules of two 12-hour shifts (Friday and Saturday or Saturday and Sunday), two 10-hour shifts (Saturday and Sunday), three 10-hour shifts (Friday, Saturday, and Sunday), or three 8-hour shifts (Friday, Saturday, and Sunday). (For the 12-hour shift schedule, the Hospital will designate the nurse to work Fridays and Saturdays or Saturdays and Sundays on a schedule-by-schedule basis.) A nurse may agree to work additional shifts, but such agreement shall not be a condition of being accepted for the Weekend Scheduling Program. Plans established under this section shall be subject to the following conditions:

1. The Weekend Scheduling Program developed under this program shall be within a consecutive period between 7:00 a.m. Friday and 7:30 a.m. Monday.
2. A nurse electing this program will be scheduled to work on consecutive days during the fifty-six (56) hour period on every weekend. The nurse will receive their regular rate of pay plus an hourly differential of ten dollars (\$10.00) for each hour worked under this agreement. Applicable preceptor and charge pay will continue to be paid. All hours worked in addition to the Weekend Scheduling Program will be paid at the nurse's regular rate of pay unless overtime rates apply. Nurses designated as preceptors or charge will continue to receive such pay.
3. Eight and 10-hour shift schedules will be posted as day/night, day/evening, straight evenings, or straight nights. Twelve-hour shift schedules will be posted as 7:00 AM to 7:00 PM or 7:00 PM to 7:00 AM shifts.
4. A nurse working the Weekend Scheduling Program shall be credited toward accumulation of all contractually provided benefits, including pension and seniority, for each hour worked.
5. If a nurse agrees to take a voluntary low-need day off for a portion of her/his weekend shift, the nurse will receive one (1) hour of pay for each hour worked on the partial shift and, in accordance with Section "Temporary Staffing Adjustments," Subsection Voluntary Low-Need Days and Leave, will be given one (1) hour of credit toward benefits for all hours lost.
6. Vacation and sick leave used shall be paid and deducted from the nurse's accumulated vacation and sick leave at the same rate as it is accrued.

7. The number of weekends available for vacation will be determined by annual vacation accrual. Example: If a nurse has two weeks off, they are eligible for two (2) weekends off a year.
8. A nurse electing the Weekend Scheduling Program may be scheduled to work on each holiday that falls on a weekend.
9. Holiday pay shall be based on the number of hours worked on each holiday.
10. Shifts worked outside the Weekend Scheduling Program shall be paid pursuant to Section "Salary." All other differentials or premiums will apply.
11. Patterns of unavailability language applies to this position.
12. The basic workweek for nurses on the Weekend Scheduling Program shall be forty (40) hours per week. A nurse working the Weekend Scheduling Program shall be paid time and one-half (1½) for all hours in excess of forty (40) hours per week. The preceding sentence notwithstanding, a nurse working 12-hour shifts shall be paid the rate of double-time (2) for hours worked in excess of twelve (12) consecutive hours in a workday. A nurse working 8 or 10-hour shifts shall be paid time and one-half (1½) for consecutive hours in a workday in excess of the nurses scheduled shift and the rate of double-time (2) for hours worked in excess of twelve (12) consecutive hours in a workday. Overtime payments shall not be duplicated. of 12 hour shifts shall be paid time and one half (1½) for all hours in excess of forty (40) hours per week or the rate of double (2) time in excess of twelve (12) consecutive hours in a workday. A nurse working the Weekend Scheduling Program of 8 or 10 hour shifts shall be paid time and one half (1½) for the first four hours of overtime beyond the scheduled shift and double time (2) in excess of twelve (12) consecutive hours in the workday.
13. A nurse may revoke her or his consent to the Weekend Scheduling Program by giving written notice in accordance with Section "Hours," Subsection Flexible Work Schedules. The nurse shall be entitled to return to an open available position for which the nurse is qualified and which has an equal number of hours per payroll period as the nurse had prior to electing the Weekend Scheduling Program.

The hospital shall, likewise, give a nurse notice of equal length in the event the Weekend Scheduling Program is discontinued. If the program is discontinued at the conclusion of a pilot or trial period of specified length, not to exceed six (6) months, the nurse shall be returned to the position she or he held prior to the pilot period. If the Weekend Scheduling Program is otherwise discontinued, the nurse shall be offered vacant or new registered

nurse positions within the hospital for which the nurse is reasonably qualified which have an equal number of hours per payroll period as the nurse had prior to electing the Weekend Scheduling Program.

14. A nurse participating in the Weekend Scheduling Program may, with hospital approval, trade hours with a nurse who is not on the Weekend Scheduling Program. The Weekend Scheduling Program rate of pay shall not apply to trades. However, a nurse on the Weekend Scheduling Program who trades hours with another nurse who is scheduled to work an 8, 10, or 12-hour shift between 7:00 p.m. Friday and 7:30 a.m. Monday shall continue to receive the rate of pay in the Weekend Scheduling Program. Any nurse who agrees to work a scheduled shift for a nurse on the Weekend Scheduling Program shall be paid at the rate of pay the nurse would otherwise receive for that weekend work.