

**Allina Health**  
**2019 Metro MNA Negotiations**  
**Seventeenth Written Response to Union**  
**Package Proposal**  
**May 24, 2019**

Time: \_\_\_\_\_

Allina Health makes the package proposal set forth below.

A. **Health and Safety:** Allina Health proposes to modify the Physical Violence and Verbal Abuse sections in each of the contracts as described in the attached Exhibit 5-b. (Text highlighted in yellow indicates changes to Allina Health's proposal from May 16, 2019.)

B. **Open Letters of Understanding:**

Abbott/PEI LOU #3	Incorporate language into Section 3.H.2.
Abbott/PEI LOU #9	Remove from contract book.
Abbott/PEI LOU #15	Remove from contract book.
Abbott/PEI LOU#29	Incorporate into Sections 6.B and 8.A.
Abbott/PEI LOU #30	Renew for duration of successor agreement.
Abbott/PEI LOU #31	Incorporate into Section 6.E.1.
Mercy LOU II	Renew for duration of successor agreement.
Mercy Interim PCS	Renew for duration of successor agreement.
Mercy LOU #32	Renew for duration of successor agreement.
Unity Open Shift/Low Need	Renew for duration of successor agreement.
United Low Need Days	Renew for duration of successor agreement.
United Mandatory Low Need	Renew for duration of successor agreement.

C. All other proposals except proposals on across-the-board wage increases are withdrawn by the parties.

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.**

Upon receipt of verifiable medical certification confirming physical or emotional injury necessitating additional time off beyond the day of the incident, the Hospital agrees to grant the nurse up to three consecutive calendar days off without loss of pay immediately following the date of the incident, in the form of paid administrative leave. The incident of workplace violence must be reported by the nurse in order for the nurse to be eligible for any paid administrative leave. However, if a report is made more than three days after the event (but in no event later than ten days) administrative leave may be provided retroactively.

A nurse who has experienced violence that was committed by a patient, that patient's family, or that patient's visitor shall not be required to assume the assignment of that patient on a future date without the consent of the nurse or in the case of emergency.

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