

**Allina Health
2019 Metro MNA Negotiations
Twentieth Written Response to Union
Package Proposal
May 31, 2019**

Time: _____

Allina Health makes the package proposal set forth below.

A. Open Letters of Understanding:

Abbott/PEI LOU #3	Incorporate language into Section 3.H.2. (See Exhibit 1)
Abbott/PEI LOU #9	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.

B. Wages: Allina proposes across-the-board increases to the current base wage scales as follows:

- 2.0 percent increase effective the first day of the payroll period starting closest to June 1, 2019 or the date of ratification (whichever is later).
- 2.0 percent increase effective the first day of the payroll period starting closest to June 1, 2020.
- 2.25 percent increase effective the first day of the payroll period starting closest to June 1, 2021.

C. Duration: Allina Health proposes that the successor agreements will be effective on June 1, 2019 or the date of ratification, whichever is later, through May 31, 2022.

D. All other proposals are withdrawn by the parties.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.

EXHIBIT 1

H. Flexible Work Schedules (Other than Eight- [8] Hour Shifts):

2. The basic work period shall be forty (40) hours per week. A nurse shall be paid time and one-half (1½) for work in excess of forty (40) hours per week rather than the overtime provisions set forth in Section "Hours," Subsection Hours of Work and Overtime. Further, even though the total hours worked during a week may not exceed forty (40), a nurse working will be paid time and one-half for all hours worked in excess of the scheduled work shift when the shift is less than 12 but more than eight consecutive hours and double time for all consecutive hours worked in excess of 12 hours per day. Nurses will be paid time and one-half for hours worked in excess of 40 hours per week, whether time and one-half was also paid for other hours in excess of the scheduled workday or double time for hours in excess of 12 consecutive hours. ~~in excess of her or his scheduled workday shall be paid at the rate of time and one-half (1½) for all excess time so worked, except that hours in excess of twelve (12) consecutive hours in a workday shall be paid at the rate of double time. See also Letter of Understanding #3— Payment of Overtime.~~

As noted in Allina Health's First Proposal on March 15, 2019, the substance of the LOU has already been incorporated into Section 3.H.2 of the collective bargaining agreement. The proposal is merely to conform the language.