



# MNA NURSES RAISING STANDARDS TOGETHER BARGAINING SUMMARY



June 4<sup>th</sup>, 2019

**Nurses want to raise standards for patient care and nursing practice together. Management clearly does not. Will we settle for the offer on the table or will we raise our voices together?**

Today we came to the table ready to work towards a settlement only to be met with pushback from Allina on our top priorities. Over the last ten bargaining sessions management repeatedly asked us to chip away at our own proposals. We have made dozens of counterproposals which have far outpaced Allina’s total of 20 responses to us. When the team asked Allina how many proposals they thought was a reasonable number, the employer replied, “None.”

Today we brought Allina another refined package proposal. In response, they submitted their same offer from Friday: a substandard wage offer (2%, 2%, 2.25%) and they are not interested in any other contract improvements and asked to go home for the day.

Other than Allina, every hospital system in the metro has reached agreements on things that benefit nurse contracts: staffing protections, grid reviews, increased incentives for nurses that pick-up shifts, improved vacation processes, practice protections, and more. Why does Allina think they can treat nurses with less respect?

We know as pressure builds on management to come to a fair agreement, they will do what they can to divide nurses and misconstrue information. Allina’s update contained confusing statements about our bargaining day and the below points address this:

- Allina claimed that wages will be effective on the date of ratification. The timing of wage increases is a matter of negotiation. Typically, the parties agree that wage increases will be retroactive to the date of expiration of the last contract. Allina is attempting to scare nurses so that they settle early for a subpar offer.
- MNA’s lead negotiator did not “threaten a strike.” When Allina stated that they are not agreeing to work on any nurse priorities other than workplace violence and wages, our negotiator asked Allina why, and if they are looking for “labor unrest.”

We ended the day knowing that we have work to do to talk with nurses about our next steps. We need you now. All member meetings are scheduled so we can hear from all nurses how to proceed and understand our power to take action. As your negotiating team, we believe that together, we have the power to do what it takes to get a fair contract.

In Solidarity,  
Allina Negotiating Team

### ALL MEMBER MEETINGS

<p><b>Abbott:</b> Thurs, June 13 Watson Room, Education Building 600-700, 745-845, 1330-1430, 1545-1645</p> <p><b>PEI:</b> Thurs, June 13 1130-1230 (Room TBD)</p>	<p><b>Mercy:</b> Weds, June 12, 11am-1pm Cafeteria; drop-in</p> <p><b>United:</b> Weds, June 5, Miller Room: 0745, 1330, 1545 (each meeting will last ~30-60 minutes)</p> <p><b>Unity:</b> Tues, June 11, times and location TBA</p>
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