



June 7, 2019

Professional Distinction

Personal Dignity

Patient Advocacy

Sara Dorfman  
Employee and Labor Relations Director  
Essentia Health  
Human Resources | SSB 6  
407 E. Fourth Street, Duluth, MN 55805

VIA USPS and E-Mail: Sara.Dorfman@EssentiaHealth.org

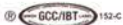
Dear Ms. Dorfman:

The Minnesota Nurses Association continues to evaluate the Employer's proposals and advance our proposals. In order to do so the Union requires certain information. On May 28, 2019 the Employer provided the Union with requested information, however some of the information was not provided. Therefore, the Union renews its request for the following information and still requires the hospital to provide the Union with this data.

#### General Bargaining Unit Information

9. Differential contributing hours for the period July 1, 2017 through June 30, 2018, please identify:
  - a. The total number of hours for which rotating evening shift differential was paid.
  - b. The total number of hours for which rotating night shift differential was paid.
  - c. The total number of hours for which straight evening shift differential was paid.
  - d. The total number of hours for which straight night shift differential was paid.
  - e. The total number of hours for which weekend differential was paid.
10. The amount of weekend bonus paid for the period July 1, 2017 through June 30, 2018.
11. The total hours worked by bargaining unit Registered Nurses for the period July 1, 2017 through June 30, 2018.
12. The total hours paid to bargaining unit Registered Nurses for the period July 1, 2017 through June 30, 2018.
13. The total number of hours worked in the Charge role for the period July 1, 2017 through June 30, 2018
14. Total compensation (i.e., "payroll", excluding cost of benefits and employer contributions to FICA, etc.) for the period July 1, 2017 through June 30, 2018.

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Sara Dorfman  
June 7, 2019  
Page 2

15. Total number of hours paid as overtime for the period July 1, 2017 through June 30, 2018; please identify:
- Number of hours that were paid as incidental overtime (less than two hours)
  - Number of hours paid at double time

Employer Response - See enclosed response to request No. 1 – Tab 9-15.

Union Response – No. 1. – Tab 9-15 includes the information for only Essentia Health Miller-Dwan from December 25, 2017 – July 8, 2018. Please provide the requested information in numbers 9-15 above for St. Mary's Medical Center and St. Mary's Hospital - Superior.

The Union also requests the following additional information.

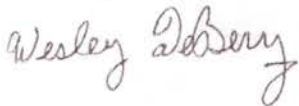
**Additional Information Request**

- Provide the 2019 Summary Plan Description for Essentia Health Non-Contract Insurance Plan referenced in Employer proposal number 7.
- Provide the Benefit Comparison for the Essentia Health Non-Contract Insurance Plan referenced in Employer proposal number 7.
- Provide a PPO network disruption report related to the switch from Health Partners to Medica on January 1, 2019

Please provide the above information by June 13, 2019.

The Union reserves its rights to request further data as it becomes necessary throughout the bargaining process.

Sincerely,



Wesley DeBerry  
Labor Relations Specialist

CC: MNA Negotiating Team  
Paul Zech, Felhaber Larson Law Firm