



MNA NURSES RAISING STANDARDS TOGETHER



June 15, 2019 5:13am

Yesterday we began letting the employer know that we overwhelmingly rejected their last offer and could move to authorize a strike, if necessary. Nurses observing bargaining gave a standing ovation during the announcement! It was a great show of solidarity and strength. We provided our last package with movement on wages from 4%/4%/4% to 4%/3.5%/3.5%. 1,151 of our 1,589 nurses carry insurance and we let them know this continues to be a sticking point. The hospital told us they were prepared to talk about insurance.

11:20am: The hospital came back from caucus and offered us the following: For the term of the next contract, monthly premiums paid by the employee will not increase by a larger percentage than that of the percentage of the employer. This would only apply to the Care Plan and its tiers. Example: Single coverage employee rate \$247, Single coverage employer rate \$458 employer - if employee premium went up 2% in 2020 then employer contribution would go up by 2%: Employee: $247 \times .02 = \$251.94$ Employer: $458 \times .02 = \$467.16$. This didn't apply to all plans and we suspect they could influence the other plans to take on cost they are claiming to take on. We countered with language for every plan that would control the premium cost changes based on actuarial insurance data.

4:10pm: Children's came back with their last offer and a new proposal to have MNA Chairs and Labor Rep be in three annual meetings around health insurance and finance to increase transparency. We recognized this as a good faith effort to increase trust.

6:15pm: Our proposal offered to Children's was to have the Care and Choice plans have equitable premium increases according to Children's offer this morning, and then have the actuarial value of HSA stay the same for duration of contract, to keep the coverage/out of pocket max the same the next three years and agree to employers offer to be a part of three annual meetings on health insurance costs, utilization, etc. Those meetings would get us data we can't get now and give us an opportunity to push rate to a better place.

9:45pm Your Negotiation Team unanimously agreed to the insurance package counter from Children's. **After 18 years of no control over your premiums, there will be cost controls on the Care Plan and Choice Plan premiums.** Nurses will pay the same premium percentage increase as Children's for the Care plan, still resulting in the employer paying more. Nurses will pay 30% of premium increases for the Choice plan, rather than the 100% like now. While Children's wasn't willing to have premium language on the HSA plan, an agreement to attend at least two meetings, with the assistance of MNA Tri-Chairs, MNA Staff and Insurance Actuarial Specialist to review and discuss overall costs, claims, utilization and other trends will allow us to discuss and persuade HSA premiums. The cost control on Care and Choice premiums will also make those plans more accessible to nurses. In exchange for these premium changes, we accepted Children's mandatory low need proposal that allows all FTEs to be included, at 24 hours a year with a two-hour notice and the 41,600 hour exception. As a part of this package counter, the flex time cap was dropped in exchange for us dropping the preceptor differential proposal. These were both very important to their respective parties and was a fair compromise.

5:03am The only thing left on the table is across the board wage increases. **After seven hours of bargaining, we unanimously came to a tentative agreement on wages of 3%/3%/2.25% with retroactive pay back to June 1. We feel this is the best agreement for all nurses.**

We recommend a YES vote. There will be a ratification vote on Thursday, June 20 from 7am-8pm in Minneapolis and St. Paul cafeterias.

All Union and Employer proposals and proposal summaries can be found here by the end of the next business day:
<https://mnnurses.org/news/2019-negotiations/2019-negotiations-childrens-hospitals-documents/>