



MNA NURSES RAISING STANDARDS TOGETHER Allina Bargaining Update



June 16th, 2019

What's happening now?

We want to get back to the table with Allina to reach a fair agreement. Today we offered Allina the opportunity to meet with us any of four days this week, Tuesday through Friday. We have asked them to meet face-to-face with us, even if that means a mediator is not available. Allina made a request that we only meet with a mediator between us which has caused significant difficulties in trust and scheduling. The first date that a new, potentially unbiased mediator is available is June 27th but we are asking that Allina meet with us before then face-to-face.

Nurses are leveraging their power- and winning

On June 13th, Children's Minneapolis and Saint Paul nurses voted overwhelmingly to strike. The next day they returned to the bargaining table and won agreements that included gains on their insurance but also the highest wage offers that nurses have seen since the early 2000's (3%, 3%, 2.25%)! They will vote on this agreement June 20th, raising the standards and setting an incredible precedent for what employers need to offer in Minnesota to be competitive and show nurses they are valued.

Last week at North Memorial, management saw that nurses were seriously discussing their strike power. Because of this, they were able to win the same break language that we have on the table right now: no retaliation from management for punching out when you miss your break and a reporting mechanism for when nurses miss their 15-minute breaks. Why is Allina treating us differently? We demand respect and are willing to fight for it.

We are fighting back against Allina's Unfair Labor Practices and misleading claims

Allina has been violating our rights by trying to cause fear and implementing changes that bypass our right to a voice. Since the beginning of June, we have filed charges with the National Labor Relations Board against threats that Allina made to keep nurses out of work in the event of a short strike. We filed charges against unilateral implementation of iPass and the recording of the After-Visit Summary. We filed charges against intimidation for threatening members and leaders and kicking union representatives out of the hospital. Intimidation and unilateral changes are tactics the employer uses to undermine nurses and we may need to make our voices louder to fight back.

Additionally, we are still waiting for any response from Allina to several requests for information asking them to verify claims made in their June 4th email to all employees. For example, Allina stated they are struggling financially and thus can't afford a wage increase that keeps up with the cost of living. We are requesting information to examine that claim and their threatening statements regarding contracts with temporary staffing agencies during a strike.

We are hearing a strong response - Allina's current offer is not enough!

Members need to decide the next step - will we settle for Allina's offer or take action? If you haven't talked to a Communication Action Team member about this yet, please reach out to your negotiating team to make your voice heard.

In solidarity,
Your Allina MNA Negotiations Team

For more information and specific proposals, please go to the negotiations page of the MNA website:
<https://mnnurses.org/news/2019-negotiations/>