



# MNA NURSES RAISING STANDARDS TOGETHER Allina Bargaining Update



June 19<sup>th</sup>, 2019

Your Negotiating Team has reached a tentative agreement with a recommendation to ratify. From day one, our negotiations have been about raising standards together for patient care, safety, and respect. The hard work that nurses put into holding management accountable—on the picket line, at open bargaining sessions, and in the hospital—paid off. At today's session, we finally saw the movement at the table which brought us to this tentative agreement:

## What's in the final tentative agreement?

- Highest wage increases since 2007: 3% in 2019, 3% in 2020, 2.25% in 2021, effective the first day of the payroll period starting closest to June 1, 2019.
- "RPIW" protections: union nurses will have a voice in Process Improvement Projects affecting nursing practice (kaizen, value stream, lean management).
- Breaks: a mechanism for recording missed 15-minute breaks and language that prohibits corrective action for recording missed meal or rest breaks.
- Education improvements: check-ins for orientees, preceptor pay given to preceptors whether or not they have taken preceptor training course.
- Slightly improved attendance policy at Unity: tardies will be reduced from a whole to a half occurrence and the "lookback" period will be limited from 12 months to 6 months.
- Groundbreaking workplace violence prevention language.
- Casuals can pick-up shifts above their commitment at Abbott Northwestern/Phillips Eye Institute.
- Shift give-aways (without use of benefit time): increased to five give-aways annually at all hospitals.
- No concessions to existing contract language.

After 11 sessions of hearing "non-starter" and "not interested" on our insurance proposals, management remained adamant in their position. In an attempt to reach an agreement, we proposed a comprehensive package with our remaining priorities in exchange for management agreeing to a wage incentive of 3% in 2021 to cover potential increased insurance costs. After Allina rejected the offer, it was clear that—without a prolonged and painful fight—there was no way to get a settlement that included "no diminishment" health insurance protections. As a negotiating team, we had some very difficult decisions to make about our next steps. We moved forward based on what we heard from members about which fights nurses wanted to wage this year and in the future.

We returned with another package offer and made our position known: in order to reach an agreement, we needed Allina to prove that they value nurses by offering contract improvements. At the end of our 11th session, Allina eventually returned with the above tentative agreement that we are recommending.

We believe that nurses made contract gains through bargaining this year. By seriously discussing our strike potential in the hospital, you moved management to come to an agreement with all of us today. We are recommending YES—that members vote to accept this tentative agreement—because we believe that members' strength has resulted in the best contract offer possible.

What's next? Contract ratification happens via a vote of full membership. We will announce all member meetings and specifics of the June 27<sup>th</sup> ratification vote when times and locations have been established.

In solidarity,  
Your Allina nurse negotiating team