



## ALLINA MNA NURSES RAISING STANDARDS TOGETHER



June 27, 2019

**CONTRACT RATIFIED!** Nurses across all the Allina system overwhelmingly voted to ratify your new contract today. Through negotiations, nurses have fought for:

1. **WAGES:** The highest across the board wage increases in 12 years at 3% in 2019 with retroactive pay back to the pay period closest to June 1, 2019, 3% in June 1, 2020, and 2.25% June 1, 2021.
2. **RPIW PROTECTIONS:** Union nurses will have a voice in Process Improvement Projects affecting nursing practice (kaizen, value stream, lean management).
3. **BREAKS:** A mechanism for recording missed 15-minute breaks and language that prohibits corrective action for recording missed meal or rest breaks.
4. **EDUCATION IMPROVEMENTS:** Check-ins for orientees, ability to use education money for seminars, preceptor pay given to preceptors whether or not they have taken the preceptor training course.
5. **WORKPLACE VIOLENCE:** Pay for up to three days of missed work as a result of violence, lockdown protocol language, “violence is not tolerated” signage will be posted on all units, and not being required to take a patient assignment that previously resulted in violence. This is some of the strongest workplace violence language in the country!
6. **SHIFT GIVE-AWAYS:** Without the use of benefit time you are able to give away five shifts annually.
7. **ANW PEI CASUALS:** Casuals can pick-up shifts above their commitment at Abbott Northwestern/Phillips Eye Institute.
8. **INSURANCE:** Allina did not agree to extend the protections around insurance including the “No Diminishment of Benefits” language or HRA/HSA contributions. These will expire in 2021 as agreed to in 2016.
9. **NO CONCESSIONS:** There are no take-aways to existing contract language.
10. **UNITY ATTENDANCE POLICY:** Tardies will be reduced from a whole to a half occurrence and the “lookback” period will be limited from 12 months to 6 months.
11. **EXPERIENCE CREDIT:** RNs who formerly worked as LPNs or Surgical Techs will get some credit for their experience towards their pay.

None of this was just given to us. By standing together through showing up to open bargaining sessions, using your voice at a successful informational picket, and staying engaged through dozens of member meetings, we were able to make improvements to our contract. These improvements are only as strong as we make them – enforcing our contract and holding management accountable when they attempt to side-step it is a must. This can only be done by staying engaged. You are MNA!