



Minnesota Nurses Association Proposal to Allina Health May 24, 2019

ML UNION PROPOSAL #41

ANW/PEI – Article 24(A), Mercy – Article 26(A), United – Article 28(A), Unity – Article 26(A)

All Sections/paragraphs not addressed in this Proposal are to remain status quo unless otherwise addressed in the Local Union Proposals.

Modify to Read:

INSURANCE BENEFITS:

A. Health Insurance:

1. Regularly scheduled nurses with a work agreement of 0.4 FTE or greater may participate in the Hospital's medical insurance plans under the same terms and conditions applicable to the Hospital's non-contract employees as such plans may be amended from time to time by the Hospital at its discretion, provided that the premium subsidy (the amount Allina Health will contribute toward premiums) for each plan will be as follows:

Single 90~~85~~ percent

Single + Children 85~~80~~ percent

Single + Spouse 80~~75~~ percent

Family 80~~75~~ percent

2. In addition to any employer contributions toward premiums specified above, the employer shall pay ~~100%~~ 95% of any increase in premium for coverage after the 2019 plan year. There will be no change(s) to the overall plan design, ~~network~~ or benefits, including but not limited to co-pays, deductibles, out-of-pocket maximums or pharmacopoeias without the parties' mutual agreement.

- 3~~4~~. No change in the Allina First plan shall diminish overall benefits for nurses during the term of this agreement~~letter of~~

~~understanding~~. Notwithstanding the previous sentence, Allina Health reserves the right to make changes to the Allina First plan to maintain compliance with legal and regulatory requirements. Allina Health also reserves the right to replace the Allina First plan with a substitute plan so long as the change does not diminish overall benefits for nurses.

The Union reserves the right to amend, add delete, or withdraw without prejudice any and all proposals submitted. The Union also reserves the right to submit future amended, revised or new proposals.

