



RAISING STANDARDS
TOGETHER

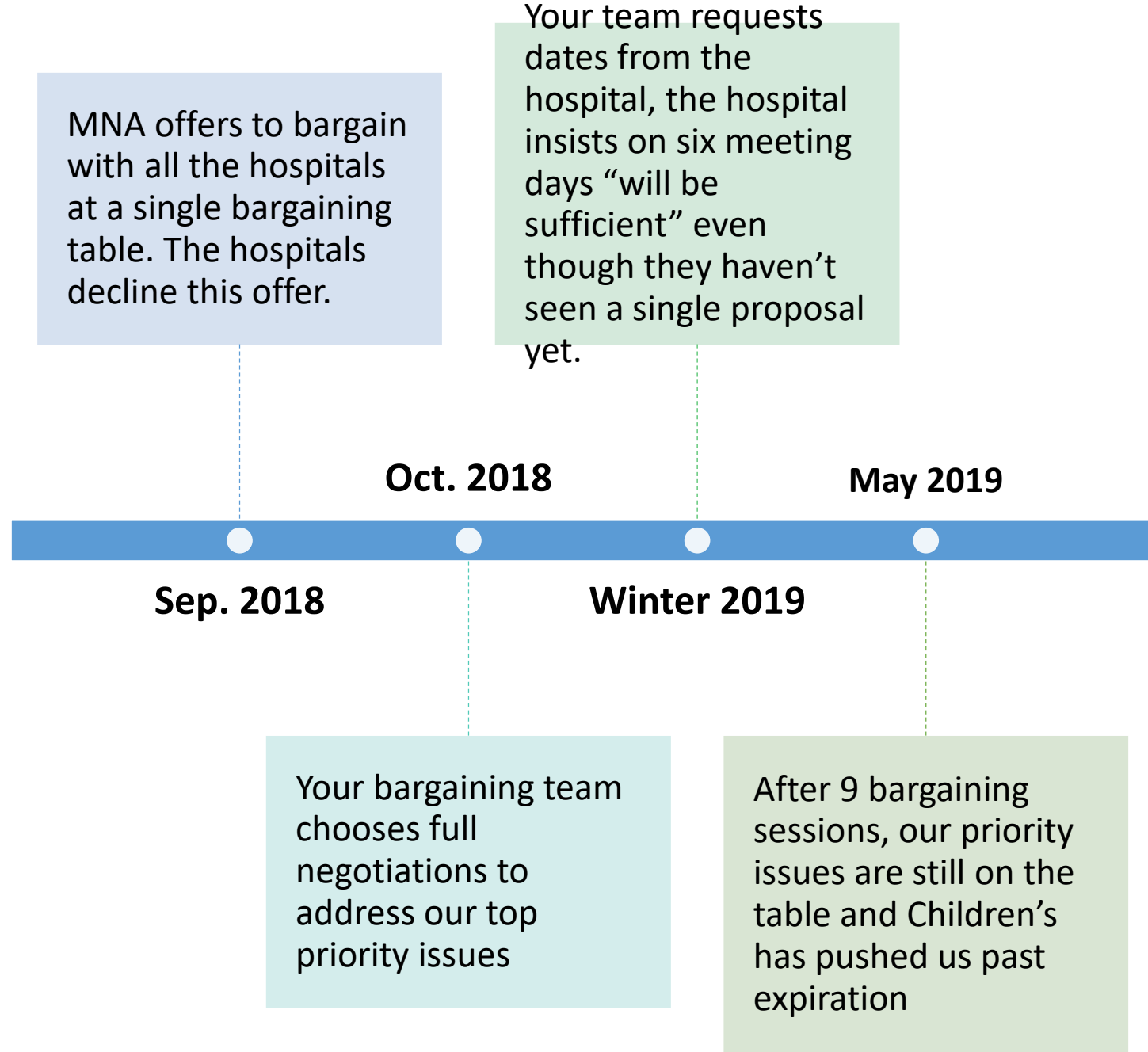
METRO BARGAINING UPDATE

How Did We Get Here?

- 2010: Hospitals propose big take-aways during the recession including attacking the pension. Nurses unite and strike for one day metro-wide and take a vote for further strike action and the hospitals give up on their concessions.
- 2013: Wage-only bargaining
- 2016: Non-Allina wage-only bargaining; Allina strike
- 2019- Metro nurses campaign to raise standards together



2019 BARGAINING OVERVIEW



OUR PRIORITIES

FAIR WAGE INCREASE THAT KEEP UP WITH THE COST OF LIVING

HEALTH INSURANCE PREMIUM FREEZE

WORKPLACE VIOLENCE PROTECTIONS – ACCOMPLISHED!

A PATHWAY FOR MORE VACATION SLOTS – ACCOMPLISHED!

12 HR/EVERY OTHER SHIFT NURSES TO EVERY THIRD WEEKEND – ACCOMPLISHED!

PER DIEMS AND CASUALS CAN USE SENORITY TO BID FOR POSITIONS – ACCOMPLISHED!

250 MORE CERTIFICATIONS IN ADDITION TO OTHERS USED IN LAST 3 YEARS AVAILABLE FOR BONUS – ACCOMPLISHED!

MANAGEMENT PRIORITIES

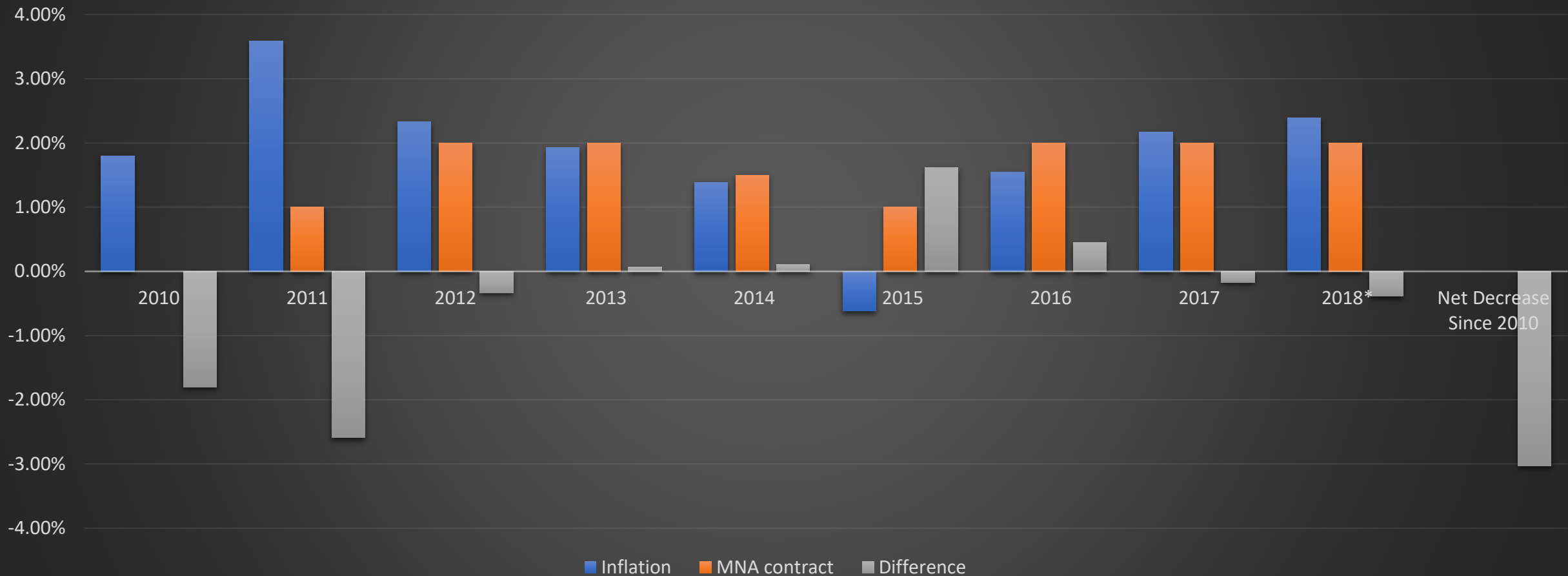
**KEEP NURSE
RAISES LOW**



**CONTINUE TO PASS
ON INSURANCE
COSTS TO NURSES**

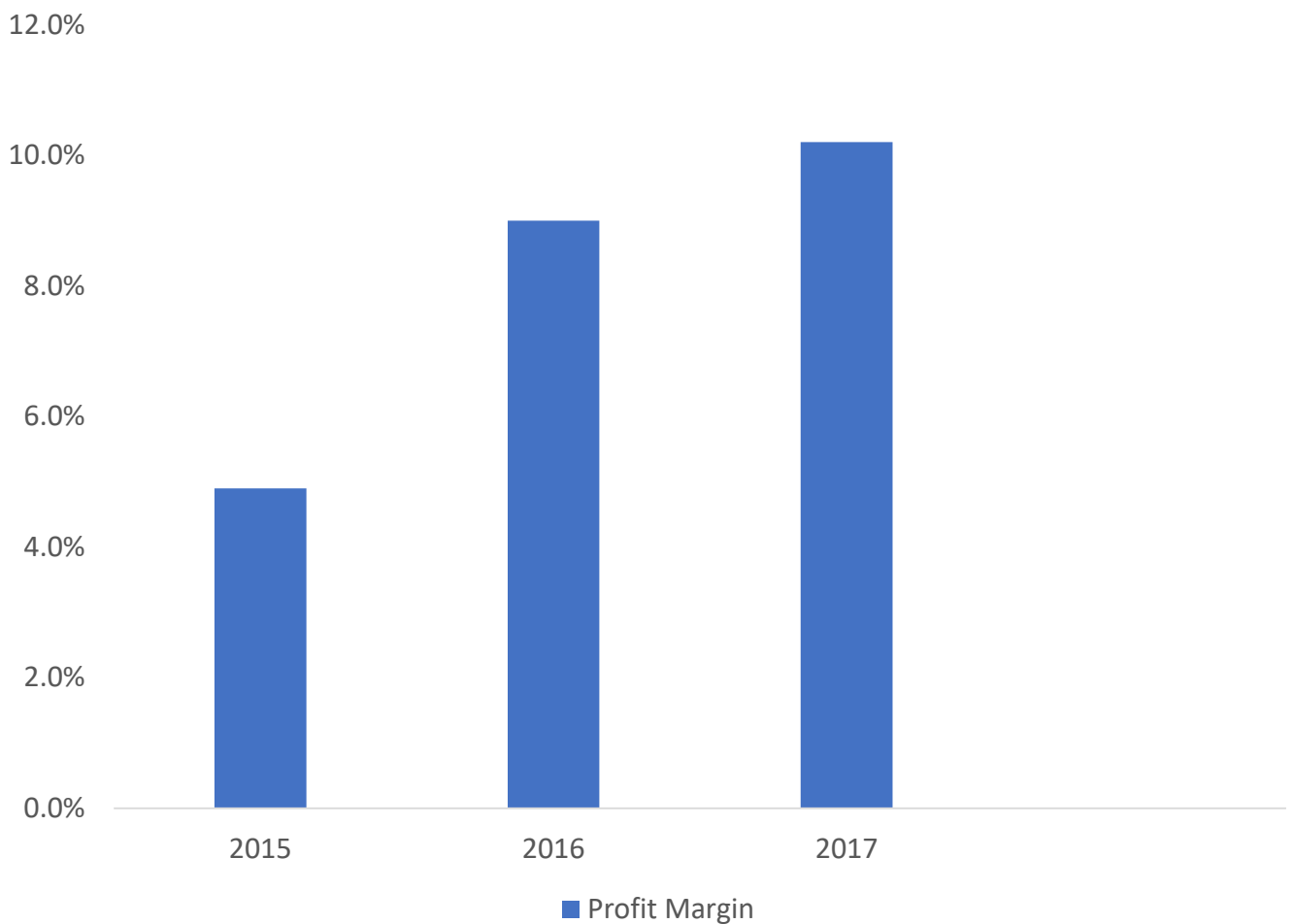
NURSE WAGES FALL BEHIND: 2010-2019

MNA Nurse Metro COLA Increases vs Inflation



HOSPITAL PROFITS KEEP RISING

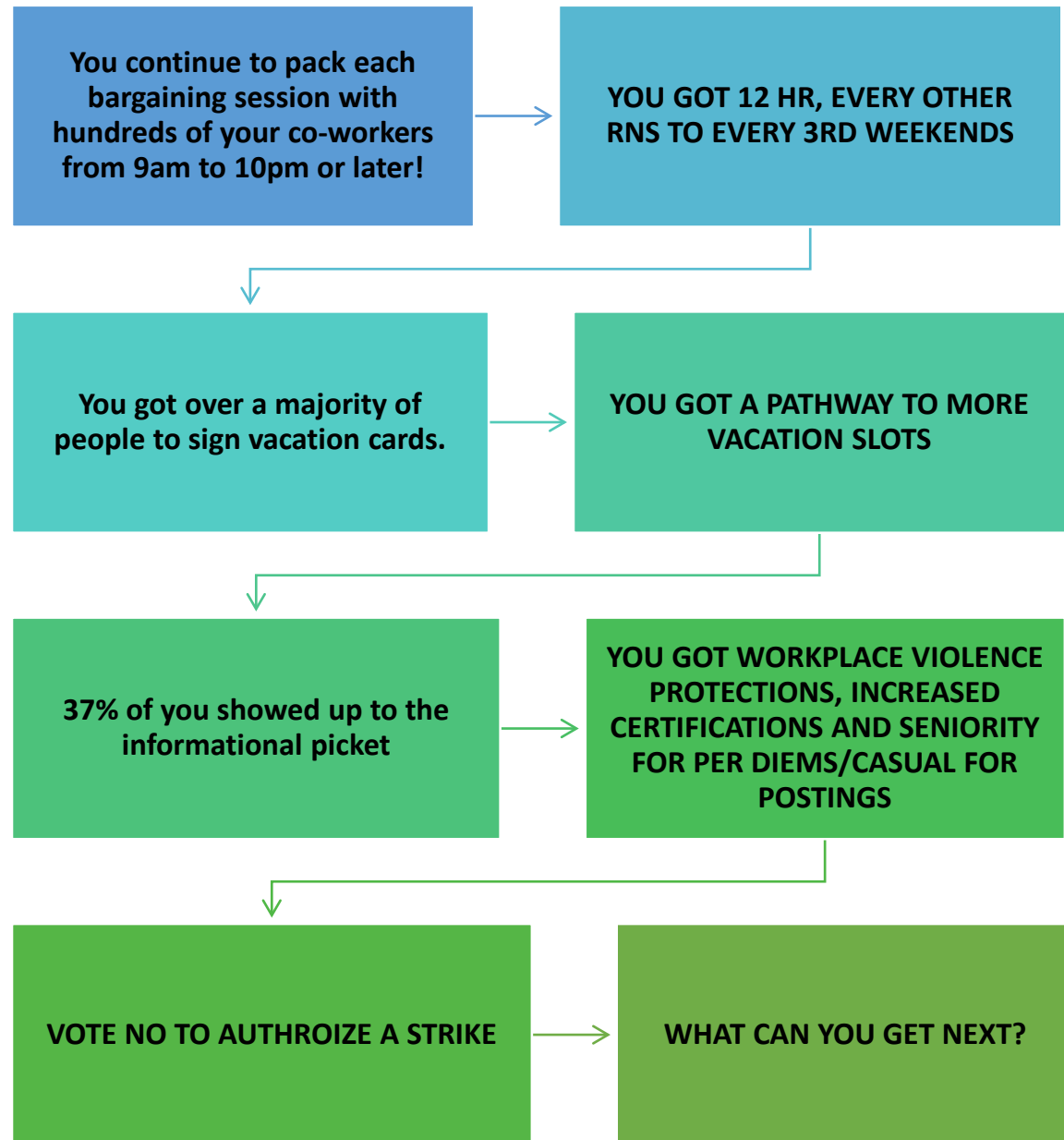
Children's Profit Margin since 2015



MANAGEMENT'S LATEST OFFER

- Keeping on call rates the same
- A wage offer at 2.5%/2.25%/2%, WHICH WON'T KEEP UP WITH PROJECTED INFLATION
- Mandatory low need: all FTEs would be included, 2-hour notice and no mandatory low need for those with seniority hours of 41,600 or above
- \$200 tuition dollars that could be moved and utilized workshops (\$600 total), if not used for tuition
- No flex-time cap
- NO INSURANCE PREMIUM FREEZE TO SAVE OUR PLANS
- NO PRECEPTOR PAY, EVEN THOUGH ALL OTHER METRO HOSPITALS HAVE IT

WHEN
NURSES ARE
UNITED, WE
WIN!



Why Should We Strike?



YOU MUST SHOW
YOUR POWER AND
FLEX YOUR
ORGANIZING MUSCLES



THERE ARE NO
GUARANTEES A STRIKE
WILL WORK BUT YOU
MUST DEMONSTRATE
YOU ARE UNITED ABOUT
YOUR PRIORITIES. IF WE
DON'T FIGHT, WE LOSE!



YOUR INSURANCE HAS
GONE UP OVER 200%
SINCE 2011. CAN YOU
TAKE THREE MORE
YEARS OF AN INCREASE?



YOUR WAGES HAVE
FALLEN BEHIND 3%
AGAINST THE COST OF
LIVING. CAN YOUR
HOUSEHOLD CONTINUE
TO ABSORB ANOTHER
WAGE INCREASE BELOW
INFLATION?

STRIKE FAQ

- **What is a strike?** A withholding of your labor to economically pressure your employer into a better contract deal.
- **Do strikes work?** YES! They aren't always a silver bullet, but past nurse strikes and recent teacher strikes show us improvements are possible by striking.
- **When will we strike?** We must provide the hospital 10 days notice, so they can prepare to hire replacement nurses. It will be scheduled to try and preserve your insurance coverage.
- **How long will we strike for?** We don't know yet, but we know it will not be open ended like Allina in 2016.
- **What is a lockout?** A lockout is when a strike has officially ended but management continues to use replacements through the end of their contracts instead of calling everyone back to work right away.
- **Can I be permanently replaced?** No, as long as we are on an unfair labor practice strike (which we will be) and not a purely economic strike.
- **What if I cross the picket line?** Crossing the picket line would show Children's and your co-workers you don't care about trying to get gains on your priorities.
- **How do I get recalled back to work?** It is negotiated and is typically based on census, seniority order and unit. We saw this in 2010. If census is down, you may not be recalled back immediately.



Strike Vote Process

VOTE

***LIKE YOUR RIGHTS
DEPEND ON IT***

- **STRIKE VOTE: THURSDAY, JUNE 13 7AM-8PM CAFETERIA MINNEAPOLIS AND ST. PAUL.**
- **YOUR NEGOTIATION TEAM RECOMMENDS A NO VOTE TO REJECT CHILDREN'S LATEST OFFER AND AUTHORIZE THE NEGOTIATION COMMITTEE TO CALL A STRIKE, IF NECESSARY.**
- **2/3 of nurses who vote from both facilities can authorize your negotiation team to declare a strike**
- **You will need a government issued ID (State ID, Passport, Military) or Hospital photo ID with full name. If your last name is not present, a current, full dues-paying member with full photo ID can validate who you are.**
- **You MUST be a full dues paying member to vote.**
- **There is no absentee voting according to MNA bylaws.**
- **You can vote at either Children's cafeteria regardless of which is your home base.**
- **There may be other MNA hospitals in the metro who strike, and they'll vote after us.**

How do I support myself and my family during a strike?



- Use your savings
- Get a temporary job
- In the case of an emergency, apply to the MNA Hardship Fund (see flyer)
- Access Community Resources for Union Members (see packet)
- We'll plan the timing of the strike to maximize your insurance coverage. Typically, you're covered if you work at least one day in the month we strike and before the strike, otherwise you'll have access to COBRA. COBRA is 102% cost of your insurance plan and can be backdated. You have 60 days to apply for COBRA.
- In the case of a lock out, you can apply for unemployment after 7 days.