Company Economic Proposal

Bemidji, MN - MNA  Mar. 1, 2017 to Feb. 28, 2020

February 25, 2020

The following represents the Company's proposed modifications, additions or deletions to the labor agreement. The Company reserves the right to add to, modify, or withdraw proposals during the course of contract negotiations.

This economic proposal is a packaged proposal contingent on acceptance of all terms. Future proposals or counter-proposals should recognize that the economic values may increase or decrease with the modification of any terms.

1. **4-year term** – Effective March 1, 2020 to February 29, 2024

2. For the remaining employees still on the “Gold” Health Insurance Plan, they will **transition to one of the two Plans utilized by the majority of Bemidji MNA members: the Traditional or Value Plans.** (2020 Rates below)

   a. **Employee Premiums:**
      
      i. Traditional Plan:  
         - Single FT - $75 LESS per month than the Gold Plan
         - Family FT - $171 LESS per month than the Gold Plan
         - Single PT - $78 LESS per month than the Gold Plan
         - Family PT - $178 LESS per month than the Gold Plan

      ii. Value Plan:  
         - Single FT - $128 LESS per month than the Gold Plan
         - Family FT - $359 LESS per month than the Gold Plan
         - Single PT - $126 LESS per month than the Gold Plan
         - Family PT - $352 LESS per month than the Gold Plan

   b. **Deductibles:**
      
      i. Gold Plan  
         - $1250
      ii. Traditional  
         - $2500
      iii. Value  
         - $3500

3. For the employees on the Grandfathered PTO Plan, they will **transition to the PTO Plan utilized by the majority of Bemidji MNA members** – which includes a Short Term Disability Benefit.

4. **General Wage Increases:**

   a. Effective March 1, 2020 – $0.40 per hour
   b. Effective March 1, 2021 – $0.40 per hour
   c. Effective March 1, 2022 – $0.50 per hour
   d. Effective March 1, 2023 – $0.50 per hour
5. For the remaining employees still accruing a benefit under the legacy Defined Benefit Pension Plan, freeze the benefit from future accruals and transition to the retirement plan the majority of Bemidji MNA members currently have available to them. All eligible members of the bargaining unit would then be participating in the same Sanford Health 401(k) Defined Contribution Plan.

**ADDITIONAL CONTRACT LANGUAGE**

**Union #6 non-economic:** - Nursing certification bonus. Company agrees to increase bonus payment to $300. Remaining existing cba language remains unchanged.

**Union #7 non-economic:** - Educational Reimbursement. The Company agrees to union proposal to increase Educational Reimbursement from $1000 to $1500.

**Company #3: Article 3 Staff RN Hours:**

**Article 3 Staff RN Hours**

Clarification for all employees, all shifts. Add new Article 3 A: “For payroll calculations, work days begin in at 00:00 and end at 23:59. This includes holidays. Calculation of premiums and differentials is based on the actual time worked during the premium or differential eligible period.”

**Company #6: Article 8 Salary - D: Rotating Shift Differentials:**

Eliminate shift differential for 3:00pm and 11:00pm and extend night shift differential period to 7pm to 7am. Update affected contract provisions.

**Company #7: Article 9 Floating:**

Delete section B – No Floating Benefit for 20 Calendar Years in the Bargaining Unit

**Company #8: Article 14 Leaves of Absence:**

Leaves of Absence shall be provided on the same terms and conditions as provided to non-union employees. Section I – Union Leave and Section J regarding other leaves will continue to be recognized.

**Company #11: (New Article) Vaccination Policies:**

In support of the health and safety of our patients, residents and their families, and in support of the health and safety of our employees, Sanford Health has implemented mandatory vaccination policies. Where these policies are established, or may be amended in the future, members of the bargaining unit shall comply with the policy under the same terms and conditions as all employees.
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<th>Termination Count</th>
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**Annualized Turnover**

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<td>395</td>
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<tr>
<td>Total</td>
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<td>392</td>
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**Annualized Turnover by Month**

- Turnover Rate
- Involuntary Turnover Rate
- Voluntary Turnover Rate
Maternity leave proposal: Revise Article 14 Leave of Absence E:

E An unpaid leave of absence not to exceed six (6) months shall be granted upon the nurse’s request for maternity, paternity, and adoption. The leave shall commence on the date of the birth of the baby or date of adoption or at another time mutually agreed upon.

In order to ensure effective and safe department operations, 20 weeks prior to the expected start of leave, or in the case of adoption, as soon as the adoption process has started, the nurse will notify department leadership of the amount of leave they are seeking to take in writing. If the nurse opts to take greater than 12 weeks leave of absence, a plan for returning to work will be mutually developed prior to the end of the first 12 weeks of leave.

Paid time off does not extend the length of the leave. At the end of the leave, the nurse shall be reinstated to the original job or to a position of like status and pay. A nurse desiring to return to work before the expiration of the requested leave of absence shall give written notification to SBMC of the nurse’s intention to return early. Such nurse shall be scheduled to begin work at a mutually agreeable date which shall not be more than twenty-one (21) days after receipt of such notification. SBMC may require the nurse to produce medical certification that the nurse is fit for work before returning the nurse to the job.

This leave of absence without pay may be extended for such additional period as is mutually agreeable between the nurse and SBMC. During the extension, SBMC may permanently fill the nurse’s position. Upon returning from the extended leave, the nurse will be given the first opportunity to return to employment with SBMC.