

Company Economic Proposal

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

June 16, 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** – and will become eligible to participate in Sanford's Short Term Disability Benefit.

For the thirty-six (36) employees with a PTO balance above the maximum banked PTO hours defined in the PTO policy, the company will provide annual cash payments equal to 25% or more for their balances above 300 hours as of the date of ratification.

3.4. 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

4.5. 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. A Roth 401(k) option is available to employees who participate in the company’s 401(k) 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.~~