



# Proposal Status

as of May 31, 2016

On May 31, Allina Health made a comprehensive proposal to the nurses' union. The following provides an overview of each item included in that proposal. The union will be taking this proposal to our nurses for a vote on Monday, June 6. We believe our proposal is fair and hope that our nurses agree to a health plan transition so that we can resolve these negotiations.

Topic	Proposal status
<b>Wages</b>	Allina Health proposed a two percent across-the-board base wage increase for each year of the three-year contract. This proposal mirrors the wage agreement the union just reached with other Twin Cities hospital systems earlier this year.
<b>Health Insurance</b>	<p>Allina Health proposed a transition to the core plans beginning in 2017. As part of the transition, for current nurses, the Choice and Advantage plans (the two plans with the highest enrollment) would remain in place through Dec. 31, 2018. The Plus and 250 plans would remain in place through Dec. 31, 2017.</p> <p>Nurses hired after the effective date of the agreements would participate in the core plans offered to all other Allina Health employees.</p> <p>Allina Health's premium subsidies (the amount Allina Health pays toward the premiums) for the nurse-only plans would be capped at the 2016 dollar amounts.</p> <p>No changes were proposed to the other special benefits nurses currently receive, which include eligibility at 0.4FTE, retirement health coverage and generous core plan premium subsidies.</p>
<b>Acuity-Based Staffing System</b>	Allina Health proposed to collaboratively explore an acuity-based staffing system. Moving towards an acuity-based staffing model allows for more real-time decision making on staffing levels. The benefit of an acuity-based staffing model is that it adjusts to the changing needs of our patients, which is key as the acuity of patients continues to change. <a href="#">Learn more</a> about the benefits of this model.
<b>Unity Hospital Educational Development (union issue)</b>	<p>The union had previously proposed to modify the Educational Development article in the Unity Hospital contract so that it mirrors the Mercy Hospital provision. In response, Allina Health proposed to conform the contracts, but with a few exceptions. For instance, the Mercy contract contains language about scheduling mandatory education. Unity has its own agreement on mandatory education scheduling, and we did not want to interfere with that. (In fact, the language in the Mercy contract is outdated too, since a new scheduling agreement is in place.)</p> <p><b>Allina Health's proposal included an increase to the available dollars for tuition reimbursement, an increase to the available dollars of seminars and workshops and an increase to the preceptor pay premium.</b></p>
<b>Recognized Degrees (union issue)</b>	Allina Health proposed to add Master/Doctor of Nursing Practice to the list of recognized degrees in each contract.

<b>Workplace Safety (union issue)</b>	<p>In response to the union’s issue, Allina Health made a proposal significantly extending the union’s voice in workplace safety issues. The proposal includes the following elements:</p> <ul style="list-style-type: none"> <li>• <b>Participation:</b> The union would be guaranteed the right to nominate registered nurses to participate on the committees that review and address workplace violence training and incidents. Currently, the union has no ability to select participants. Allina Health committed that nurses who participate on the committee will be paid for their time.</li> <li>• <b>Scope:</b> We committed that each site’s committee would review data regarding workplace safety incidents and make recommendations for educational needs, training content and other measures to improve workplace safety. If a pattern or trend arises, the committee may make recommendations for additional education or changes to policies.</li> <li>• <b>Schedule:</b> While the committees meet regularly based on both the size of the site and the issues needing to be discussed, our proposal guarantees that the sites will meet no less than six times a year.</li> </ul>
<b>Letters of Understanding</b>	<p>Allina Health proposed to renew all of the current letters of understanding, with the exception of those LOUs that contain a term or provision that conflicts with another agreement reached through these negotiations. Allina Health also provided a list of the current letters of understanding.</p> <p>The union has not responded to the proposal, or even confirmed the list of current letters of understanding.</p>
<b>Duration</b>	<p>Allina Health proposes three-year contracts effective June 1, 2016 or the date of ratification, whichever is later, through May 31, 2019. The sooner an overall settlement is reached, the sooner the contracts will go into effect.</p>

### Tentative Agreements

Topic	Description
<b>Job Vacancies (joint issue)</b>	<p>Allina Health and the union agreed to make changes that will improve the posting process for vacant positions. The goal is to more quickly fill open positions while maintaining the right for internal candidates to bid on jobs first and by seniority. The proposal allows the hospital to post a job with up to three pre-defined levels of qualifications. This means managers would not need to repost if a lack of internal or external candidates requires the job qualifications be changed.</p>
<b>United Hospital Flexible Schedules</b>	<p>Allina Health and the union agreed to let United Hospital post permanent flexible schedule positions (e.g., 12-hour shifts). The other metro hospitals already have the ability to post these positions.</p>
<b>Consecutive Days with a Scheduled Shift (union issue)</b>	<p>Allina Health and the union agreed to limit the number of consecutive days on which a nurse could be scheduled to work. For instance, a nurse who is scheduled to work 12-hour shifts on three consecutive days would not be scheduled to work an eight-hour shift on the fourth day and a nurse who is scheduled to work eight-hour shifts on five consecutive days would not be scheduled to work a 12-hour shift on the sixth day.</p>