



Negotiations Navigator

Issue #11
March 20th, 2008



Historic Improvements in Contract Language

For the past two and a half months, our 55 member-strong bargaining team has been working diligently with teams of managers and supervisors to make improvements to our contract.

They divided into nine teams and each team focused on improving a few specific areas of our contracts. They took all 44 of the serious issues, raised by union members this past fall in the surveys and proposal meetings across Allina, into their committees.

We are happy to share with you that we made more significant strides that could improve contract language than we have in decades.

Here is a sampling of the consensus items we have reached so far:

- 1) **Joint interest in uninterrupted breaks and meal periods**
- 2) **Development of Department/Practice Councils to discuss staffing issues**
- 3) **Expanded options for creating flexible schedules**
- 4) **Increased Tuition Assistance that is pre-paid instead of reimbursed**
- 5) **Creation of a Career Development Center with member involvement**
- 6) **Improved Low-Needs Language with limits on low-need days**
- 7) **Vacation bidding two times a year**
- 8) **Recognized Holidays**
- 9) **Clear process for bidding on Holidays**
- 10) **A new commitment to a safe workplace and our safety**
- 11) **Expanded Bereavement Leave**
- 12) **Job vacancy bidding process with clear seniority guidelines**
- 13) **Job vacancy posting requirements**
- 14) **Reduction Language—an even better employment security process than last contract**
- 15) **Seniority preference for straight shift or no weekends after 20 years—improved language**
- 16) **Preceptors, Trainers and Leads defined in the contract**
- 17) **More clear language regarding casual employees**
- 18) **Expanded time for new member orientation**

Our Central Table is now in the process of reviewing all of the above consensus recommendations, but has not yet approved a final package of contract language improvements. However, we are very pleased with the results so far.

Stay Tuned Over the Next Few Weeks for How You Can Be Involved as We Start Talking With Allina About Wages, Health Insurance, and Pension