

**Tentative Agreement
February 18, 2020**

Article 18, Section 2. Wage Adjustments

Effective February 1, 2020, the salary range shall be increased by two and one-half percent (2.5%). Employees shall receive a two and one-half percent (2.5%) wage increase adjustment to their current rate.

Effective February 1, 2021, the salary range shall be increased by two and one-half percent (2.5%). Employees shall receive a two and one-half percent (2.5%) wage increase adjustment to their current rate.

Effective February 1, 2022, the salary range shall be increased by two and one-half percent (2.5%). Employees shall receive a two and one-half percent (2.5%) wage increase adjustment to their current rate.

ARTICLE 31. INSURANCE BENEFITS

See benefit design charts.

Article 31, Section 1. Medical Plan for Employees in a Benefit Status of Thirty (30) or More Hours per Week for Choice Plan

	<u>Effective 1-1-21</u>	<u>Effective 1-1-22</u>	<u>Effective 1-1-23</u>
Single	\$70 – (current is \$60)	\$75	\$80
Family	\$150 – (current is \$125)	\$160	\$170

Article 31, Section 2. Medical Plan for Employees in a Benefit Status of at Least Fifteen (15) Hours per Week but less than Thirty (30) Hours per Week for Choice Plan.

	<u>Effective 1-1-21</u>	<u>Effective 1-1-22</u>	<u>Effective 1-1-23</u>
Single	\$83 – (current is \$70)	\$88	\$93
Family	\$160 – (current is \$135)	\$170	\$180

Insurance Cost Containment Labor Management Committee

The parties will continue this Committee. (See Draft letter.)

All tentative Agreements previously agreed to remain.

Grievance/Arbitration Processing: On a non-precedent setting basis, the Employer agrees to process grievances filed on or after 2/1/2020 consistent with the terms of the CBA including through arbitration if timely demanded.

The Union Bargaining committee agrees to unanimously recommend the Tentative Agreement.

The Union agrees to promptly cancel the strike currently scheduled to begin at 6:30 a.m. 2/19/2020, and to advise its members to report for work as scheduled and to notify any other unions intending to engage in picketing at HealthPartners sites that the previously noticed strike will not now occur.