Extended Furlough Program Overview:

Duration: May 10 – July 31

- Allina Health and the Union agree that Allina may place employees on mandatory, extended furloughs in functional areas (e.g., department, unit, clinic, work area, etc.) by shift for periods of 90 calendar days or less.

- Prior to placing employees on mandatory furloughs, Allina will offer employees the opportunity to accept voluntary furloughs of similar duration in order of most seniority to least seniority.

- If, after voluntary furloughs are offered to employees, there is a still a need for extended furloughs, employees will be placed on mandatory furlough in order of least seniority to most seniority, subject to the unique, operational need of the employee’s Department. Specifically, employees may be furloughed out of seniority order if a more-senior employee lacks the qualifications or skills to perform necessary functions of the available jobs.

- Allina will provide not less than seven calendar days’ notice of a mandatory, extended furlough to affected employees. The notice will set forth the intended duration of the furlough. Allina will make every effort to start furloughs on Sunday and end furloughs on Saturday, although adjustments may be made to accommodate established weekend schedules.

- Allina reserves the right to reduce or extend the duration of furloughs based on the needs and exigencies of the business, provided that Allina will provide seven calendar days’ notice to the employee of a change to the duration of a furlough. Should it become necessary to recall furloughed employees, Allina will do so in order of most senior to least senior, subject to the needs of the business.

- While on furlough, Employees have the option to use PTO/vacation. Otherwise time away from work will be unpaid. If the employee on furlough uses paid time off, they will accrue PTO based on applicable hours paid. If the employee is unpaid, no accruals will be earned.

- Any contractual notice requirement(s) to an employee or Union, associated with a layoff will run concurrent with the extended furlough, provided that the notice period for a layoff will not be reduced to less than 7 calendar days.

- For benefits purposes, the employees will remain active in Allina’s systems and the furlough will not be a qualified event under COBRA. Allina will continue to pay the employer portion of insurance premiums. Employees will be responsible for paying the employee portion of the insurance premiums, but will be allowed to go into arrears during the furlough period without losing coverage.