

MNA Comprehensive Package Proposal

April 24, 2013

*MCA
From
MNA
4/24/13
1125*

1. Staffing –
 - Staffing – MNA/U #44; MNA/M #21 – as modified see attached
 - Resource/Charge RN – MNA/U #4; MNA/M #10- see attached
2. RN Job/Work Protections -
 - Recognition – MNA/U #37; MNA/M #26
 - Subcontracting – MNA/U #3; MNA/M #3
3. Campus Parity -
 - Overtime cancellation – MNA/U #15
 - Vacation coverage – MNA/U #23
 - Cancellation of Travelers – MNA/U #24
 - LOA – MNA/M #19
 - On-call callback pay – MNA/M #30
4. Benefits –
 - Retiree drug coverage – MNA/U #5; MNA/M #6
 - Dental Choice – MNA/U #43; MNA/M #19
5. Wages – MNA/U #38; MNA/M #27 and MNA/M #35

Modify as follows:

Effective January 1, 2012 –

- 1% across the board wage increase and increase all scales by 1%, including per diems

Effective January 1, 2013 –

- 1.5% across the board wage increase including per diem RNs and increase all scales by 1.5%

Effective January 1, 2014 –

- 2% across the board wage increase including per diem RNs and increase all scales by 2%
- Add 2% to step 17

Contract expiration – January 31, 2015

6. Retirement Benefit-

Option 1:

Effective January 1, 2017, the Defined benefit pension plan will be amended as follows:

Change "five (5) highest consecutive earning years" to "ten (10) highest consecutive earning years"

Add:

The Medical Center agrees that it will make no further pension proposals for ten years from the date of ratification.

Option 2:

Effective January 1, 2017, the Defined benefit pension plan will be amended as follows:

DEFINED BENEFIT PENSION PLAN

Monthly pension at age 65 earned for employment prior to January 1, 2017

- Benefit accrued as of December 31, 2016 based upon the terms of the plan currently in effect.

Monthly pension at age 65 earned for employment after December 31, 2016

- 1.25% of each year's pensionable earnings divided by 12, not subject to any cap on years of credited service.
- Pensionable earnings includes total annual pay.
- 3 years vesting for all RNs

Also effective January 1, 2017:

401(k) Plan

401(k) match is increased for 25% to 50% on every dollar contributed up to 4% of compensation.

Add: The Medical Center agrees that it will make no further pension proposals for ten years from the date of ratification.