**1.** **The Union withdraws all of its’ initial proposals submitted on 12/4/20, except for:**

31.4.2

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Allina Health will contribute 50 cents to your retirement account for each dollar you contribute, up to 2% of your eligible annual pay (up to IRS limits).  Your matching contributions are credited to your account at the same time as your employee contributions.Allina Health will make annual contributions on your behalf.  Your annual Allina Health contributions will be credited to your account at the end of the year.The amount of annual Allina Health contributions you receive is based on your total years of vesting service as of December 31 each year and is calculated as a percentage of your annual pay, as follows:

|  |  |
| --- | --- |
| Your Years of Vesting Service | Annual Contribution (as a percent of your pay) |
| 0 - 5  | 3.00%  |
| 6 - 10  | 3.50%  |
| 11 - 15  | 4.00%  |
| 16 or more  | 4.50%  |

Contributions for the first year are based on eligible compensation paid from plan entry date to year-end. |

32.2 Premium Pays

* Designated Lead, Designated Special Project Lead: $3.00 per hour when working in that capacity
* Mechanic Shop Foreman: $2.00 per hour worked in the Foreman role
* Any Training Officer/Facilitator: $1.00 per hour worked
* Any Training Officer/Facilitator: $4.00 per hour when training
* Courier/Special Transportation Flexible Position: $2.50 per hour worked
* Employees who work a Holiday Shift as defined in Article 8.5 of the Agreement
* shall receive 1.5 times their base rate for hours worked on the shift

*Red Status Dispatcher: $2.00 per hour worked*

*Partial Red Status Dispatcher: $0.75 per hour worked*

*ALS EMT: $1.00 per hour worked*

2. The Union maintains the following proposal submitted on 1/4/21:

**15.4** **Unscheduled PTO** – Employees who use unscheduled PTO should notify the Employer at least ~~three (3) hours~~ ***one (1) hour*** prior to the start of their shift.

**15.4.1** Employees may be subject to disciplinary action in accordance with the Allina Health attendance policy.

**3. The Union proposes to amend sections32.1.1 and 32.1.2, and EXHIBIT B (Wage Scales) as follows:**

**32.1 Wage Scales**. The wage scales for the classifications of work covered in this Agreement shall be as outlined in Exhibit B attached hereto.

**~~32.1.1~~****~~In Between Step Employees~~**~~. Employees on a step in 2018 other than the top step with a base wage rate less than their 2017 base wage rate shall continue to receive the 2014 base wage rate (i.e. be red-circled) but shall receive a lump sum payment in the amount of the ATB percent increase of their base wage rate multiplied by 2080 multiplied by their FTE.~~ *~~For example, a Metro paramedic with a 2014 base rate of $30.50 is on step 10 of the 2015 scale based on years of service. The paramedic would continue to receive a base rate of $30.50 in 2015, and would receive a lump sum payment in the amount of two (2) percent – the 2015 ATB percent increase – of their base wage rate multiplied by 2080 multiplied by their FTE.~~*

**~~32.1.2~~****~~Over Scale Employees~~**~~. Employees whose 2017 base wage rate is more than the top step of their respective 2018 wage scale shall continue to receive the 2017 base wage rate (i.e. be red-circled) but will receive a lump sum payment in the amount of the ATB percent increase of their base wage rate multiplied by 2080 multiplied by their FTE.~~ *~~For example, a Metro paramedic with a 2014 base rate of $33.00 is on the top step (step 12) of the 2015 scale based on years of service. The paramedic would continue to receive a base rate of $33.00 in 2015, and would receive a lump sum payment in the amount of two (2) percent – the 2015 ATB percent increase – of their base wage rate multiplied by 2080 multiplied by their FTE.~~*

**EXHIBIT B (Wage Scales)**

**Driver/Courier/EIT**

 **2021 2022 2023**

**Year\* Step % 3.0% Step % 3.0% Step%**

**20 23.39 3.0%**

**15 22.05 3.0% 22.71 3,0%**

**12 20.78 2.0%**

**11 20.37 2.1% 21.40 2.0% 22.05 2.0%**

**10 19.96 2.1% 20.98 2.1% 21.61 2.1%**

**9 19.55 2.2% 20.56 2.1% 21.18 2.1%**

**8 19.13 2.3% 20.14 2.2% 20.74 2.2%**

**7 18.72 2.3% 19.70 2.3% 20.30 2.3%**

**6 18.30 2.4% 19.28 2.3% 19.86 2.3%**

**5 17.89 2.4% 18.85 2.4% 19.41 2.4%**

**4 17.48 2.5% 18.43 2.4% 18.98 2.4%**

**3 17.06 2.6% 18.00 2.5% 18.54 2.5%**

**2 16.65 2.7% 17.57 2.6% 18.10 2.6**

**1 16.23 2.7% 17.15 2.7% 17.66 2.7%**

**Start 15.81 16.72 17.22**

**EMT**

 **2021 2022 2023**

**Year\* Step % 3.0% Step % 3.0% Step%**

**20 32.58 3.0%**

**15 30.70 3.0% 31.63 3.0%**

**12 28.94 3.4%**

**11 27.98 3.6% 29.81 3.4% 30.70 3.4%**

**10 27.02 3.7% 28.82 3.6% 29.68 3.6%**

**9 26.05 3.9% 27.83 3.7% 28.67 3.7%**

**8 25.08 4.0% 26.83 3.9% 27.64 3.9%**

**7 24.12 4.2% 25.83 4.0% 26.61 4.0%**

**6 23.15 4.3% 24.84 4.2% 25.59 4.2%**

**5 22.20 4.6% 23.84 4.3% 24.56 4.3%**

**4 21.23 4.7% 22.87 4.6% 23.55 4.6%**

**3 20.27 5.0% 21.87 4.7% 22.52 4.7%**

**2 19.31 5.2% 20.88 5.0% 21.50 5.0%**

**1 18.35 4.8% 19.89 5.2% 20.49 5.2%**

**Start 17.51 18.90 19.47**

**Interfacility Dispatcher**

 **2021 2022 2023**

**Year\* Step % 3.0% Step % 3.0% Step %**

**20 36.82 3.0%**

**15**

**12 32.72 3.5% 34.71 3.0% 35.75 3.0%**

**11 31.62 3.6% 33.70 3.5% 34.71 3.5%**

**10 30.52 3.7% 32.57 3.7% 33.55 3.6%**

**9 29.42 3.9% 31.44 3.7% 32.38 3.9%**

**8 28.32 4.0% 30.30 3.9% 31.21 3.9%**

**7 27.23 4.2% 29.17 4.0% 30.04 4.0%**

**6 26.12 4.4% 28.05 4.2% 28.89 4.2%**

**5 25.03 4.6% 26.90 4.4% 27.71 4.4%**

**4 23.94 4.9% 25.78 4.6% 26.55 4.6%**

**3 22.83 5.0% 24.66 4.9% 25.40 4.9%**

**2 21.74 5.3% 23.51 5.0% 24.22 5.0%**

**1 20.64 1.3% 22.39 5.3% 23.06 5.3%**

**Start 20.37 21.26 21.90**

**Maintenance/Light Mechanical Worker**

 **2021 2022 2023**

**Year\* Step % 3.0% Step % 3.0% Step %**

**20 31.02 3.0%**

**15 29.24 3.0% 30.12 3.0%**

**12 27.56 3.2%**

**11 26.71 3.3% 28.39 3.2% 29.24 3.2%**

**10 25.86 3.3% 27.51 3.3% 28.34 3.3%**

**9 25.04 3.4% 26.64 3.3% 27.43 3.3%**

**8 24.22 3.6% 25.79 3.4% 26.56 3.4%**

**7 23.38 3.7% 24.95 3.6% 25.69 3.6%**

**6 22.55 3.8% 24.08 3.7% 24.80 3.7%**

**5 21.73 4.0% 23.23 3.8% 23.93 3.8%**

**4 20.90 4.1% 22.38 4.0% 23.05 4.0%**

**3 20.07 4.3% 21.53 4.1% 22.17 4.1%**

**2 19.24 4.5% 20.67 4.3% 21.29 4.3%**

**1 18.41 4.7% 19.82 4.5% 20.41 4.5%**

**Start 17.58 18.96 19.53**

**Mechanic**

 **2021 2022 2023**

**Year\* Step % 3.0% Step % 3.0% Step %**

**20 39.98 3.0%**

**15 37.68 3.0% 38.81 3.0%**

**12 35.52 2.2%**

**11 34.76 2.2% 36.59 2.2% 37.68 2.2%**

**10 34.00 2.3% 35.80 2.2% 36.88 2.%**

**9 33.24 2.3% 35.02 2.3% 36.07 2.3%**

**8 32.49 2.4% 34.24 2.3% 35.26 2.3%**

**7 31.73 2.5% 33.46 2.4% 34.47 2.4%**

**6 30.96 2.5% 32.68 2.5% 33.66 2.5%**

**5 30.20 2.6% 31.89 2.5% 32.85 2.5%**

**4 29.44 2.6% 31.11 2.6% 32.04 2.6%**

**3 28.69 2.7% 30.32 2.6% 31.23 2.6%**

**2 27.93 2.8% 29.55 2.7% 30.44 2.7%**

**1 27.16 2.9% 28.77 2.8% 29.63 2.8%**

**Start 26.40 27.97 28.81**

**Paramedic/Dispatcher**

 **2021 2022 2023**

**Year\* Step % 3.0% Step % 3.0% Step %**

**20 41.25 3.0%**

**15 38.88 3.0% 40.05 3.0%**

**12 36.65 3.1%**

**11 35.55 3.2% 37.75 3.1% 38.88 3.1%**

**10 34.45 3.3% 36.02 3.2% 37.71 3.2%**

**9 33.36 3.4% 35.48 3.3% 36.55 3.3%**

**8 32.26 3.6% 34.36 3.4% 35.39 3.4%**

**7 31.15 3.6% 33.23 3.6% 34.22 3.6%**

**6 30.07 3.9% 32.08 3.6% 33.05 3.6%**

**5 28.95 3.9% 30.97 3.9% 31.91 3.9%**

**4 27.86 3.0% 29.79 3.9% 30.68 3.9%**

**3 27.06 3.0% 28.70 3.0% 29.56 3.0%**

**2 26.26 3.1% 27.87 3.0% 28.70 3.0%**

**1 25.47 4.3% 27.05 3.1% 27.86 3.1%**

**Start 24.41 26.23 27.02**

**Parts Technician/Supply Specialist**

 **2021 2022 2023**

**Year\* Step % 3.0% Step % 3.0% Step %**

**20 35.16 3.0%**

**15 33.14 3.0% 34.14 3.0%**

**12 31.24 2.9%**

**11 30.39 2.9% 32.18 2.9% 33.14 2.9%**

**10 29.54 2.9% 31.30 2.9% 32.24 2.9%**

**9 28.71 2.9% 29.57 2.9% 30.46 2.9%**

**8 27.89 3.1% 29.57 2.9% 30.46 2.9%**

**7 27.04 3.2% 28.73 3.1% 29.59 3.1%**

**6 26.21 3.4% 27.85 3.2% 28.69 3.2%**

**5 25.36 3.3% 27.00 3.4% 27.81 3.4%**

**4 24.54 3.5% 26.12 3.3% 26.90 3.3%**

**3 23.70 3.6% 25.28 3.5% 26.03 3.5%**

**2 22.87 3.9% 24.41 3.6% 25.14 3.6%**

**1 22.02 3.9% 23.56 3.9% 24.26 3.9%**

**Start 21.20 22.68 23.36**

**\*Years of service completed in classification.**

**2021 rates are effective on January 1, 2021.**

**2022 rates are effective on January 1, 2022.**

**2023 rates are effective on January 1, 2023.**

**4. The Union proposes a three year term, from January 1, 2021 through December 31, 2023.**

**5. The Union proposes that all other provisions of the parties’ current CBA, except for the tentative agreements of 1/4/21 be carried over into the successor agreement with no change.**