The IAEP makes the following proposals to amend the collective bargaining agreement:

1. **12.3** Any employee who changes job classifications will have their seniority “date of hire” changed to ~~the first day of employment in the new classification.~~ ***reflect a***  ***carryover of 25% of their seniority in their prior job classification if the change in classification is to a higher pay job classification (including Paramedic to Dispatcher and/or Dispatcher to Paramedic). If the change in classification is to a lower pay job classification the employee will have their seniority “date of hire” changed to*** ***reflect a***  ***carryover of 50% of their seniority in their prior job classification.***
2. 15.2 Amend to reflect accrual rates for PTO at the same level as Company professional employees.

3**.** 15.6 **Holidays**

**15.6.1** Designated holidays by the employer are New Year’s Day, Memorial Day, 4th of July, Labor Day, Thanksgiving Day and Christmas Day ***Veteran’s Day, MLK Day, Juneteenth, Easter and Employee’s Birthday.***.

1. Benefit eligible employees may elect to usePTO up to the total hours worked on a holiday.
2. Employees not scheduled to work the holiday may elect to use up to eight (8) hours of PTO on the holiday.
3. Non benefit eligible employees will be paid time and one half for all hours worked on a holiday shift.
4. ***Veterans who work on Veteran’s Day shall receive an additional $2.00 per hour for each hour worked.***

 4. **17.12** ~~Either party may reopen this article by sending a written notice to the other party between January 1, 2016 and January 31, 2016.~~ ***All bargaining unit employees shall be eligible for the following benefits:***

***Tuition Reimbursement***

***Allina Health shall pay the employee minimum reimbursement in the amount of one hundred percent (100%) of tuition and required fees and books up to three thousand six hundred dollars ($3,600.00) per year for educational course work at an accredited institution, in accordance with Allina policy for tuition reimbursement.***

***Workshops, Courses, and Other Educational Program:***

***The employee may use up to six hundred dollars ($600.00) per year, paid at one-hundred percent (100%), of the amount provided in this Section for workshops, courses, and other types of educational programs.***

5. ***17.13 NCCR shall be provided at no cost for all bargaining unit employees.***

6. ***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 - 20******21 – 25******26 or more*** | ***4.50%******4.75%******5.0%*** |

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

**7. *31.6 Upon retirement employees shall be eligible to remain on the Company’s insurance plans, at the same cost to them as active employees, for one (1) year for each five (5) years of service with the Company prior to retirement.***

8. **32.1.5** **Transfers Between Job Classifications**. Classifications will be defined as lower or higher pay based on the top hourly step for each classification. Employees transferring from a lower to a higher pay classification will be placed at the step on the higher scale which has the hourly rate closest to the employee’s wage rate on the lower scale without going under; ~~employees would not advance steps until warranted by their years of service in the higher classification~~; employees who are not eligible for step advancement will be entitled to the annual increase to the wage scale, if any. Employees transferring from a higher to a lower pay classification will be placed at the step on the lower scale which has the hourly rate closest to the employee’s wage rate on the higher scale; thus, if the employee’s current rate of pay exceeds the top step wage rate for the lower pay classification, the employee will be placed at the top step wage rate of the lower pay classification; ~~employees would not advance steps until warranted by their years of service in the lower classification~~; employees who are not eligible for step advancement will be entitled to the annual increase to the wage scale, if any.

9. **32.3.2** Unrestricted Call. Employees required to be on unrestricted call will be paid ~~$4.50~~ ***$6.50*** for each hour on call.

 10. 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*

*Partial Red Status Dispatcher: $0.75 per hour*

*Paramedic with at least an Associate Degrees: $1.00 per hour*

11. ***32.5 Employees shall be paid a night shift differential of $1.75 per hour for all hours worked between 1900 and 0700***

12. ***32.6 Employees shall be paid weekend differential of $1.75 per hour for all hours worked between 0700 and 1900 on Saturday and Sunday.***

13. ***32.7 Employees who park at Grandshall be paid a parking stipend in the amount of $150.00 per month***