



## Union negotiations

**APRIL 4, 2025:** *The following message was sent to all Robbinsdale Hospital, Air Care and Hospice MNA nurses; nurse leaders; and impacted system leaders + SOLT for awareness*

This week, we began the negotiation process with the Minnesota Nurses Association (MNA) to determine the terms of the next three-year contract for *Robbinsdale Hospital, Air Care and Hospice* nurses. At North Memorial Health, our top priority is providing safe, high-quality care for our patients. We put our patients and their best interests first in all that we do and that remains unchanged during this negotiation process.

North Memorial Health will negotiate in good faith with MNA, balancing our desire to accommodate sincere requests from our workforce with our ability to remain sustainable as an organization. We are committed to and believe it is a privilege to have strong relationships with our nurses; this is a partnership involving engagement from both parties.

We will continue to keep you updated throughout negotiations. Please see below for more information as well as resources to support you throughout this process.

### Negotiation update from the North bargaining team

North Memorial Health met with the MNA yesterday for the parties' first day of negotiations. We met at the MNA offices, after North proposed changing the bargaining location to a more affordable option than the costly hotels used in the past. MNA has agreed to rotate between the Robbinsdale Medical Building and the union offices for future bargaining.

As we shared in an earlier update following the exchange of proposals in March, North presented all 24 of its proposals to the union as required by our contract. MNA gave us 33 proposals and told us they would have 10 more (including wage and other economic proposals), but they continue to decline to provide them to us. We were disappointed that MNA withheld its wage proposal when we met to start official negotiations yesterday.

Although the contract language provides that the parties must exchange their proposals by March 15, MNA still has not done so. Instead, MNA has given North 10 pages of blank placeholders on topics ranging from educational reimbursement and Air Care nursing provisions to wages and other economic items. MNA refuses to say why they did not meet the contractual deadline for providing proposals and said only that their placeholders would be discussed later.

The negotiation session was cordial and productive with the parties entering into **five** tentative agreements around topics such as *clarifying contract language* and *updating shift times*. Despite a productive first day of bargaining, the union's failure

to bring forth a wage proposal appears to be a delay tactic similar to the delays the MNA created during the last contract negotiations in 2022.

### What's next

We will continue our commitment of bargaining with the union in good faith to ensure we can reach a fair and equitable agreement on the next contract. Our goal remains to reach an agreement with MNA on the next contract before the current contract expires to prevent a lengthy negotiation process that can be a distraction/barrier to providing patient care. The next negotiation session is scheduled to take place on **Tuesday, April 8.**

### Where you can learn more

Visit our [northmemorial.com/unionnegotiations](https://northmemorial.com/unionnegotiations) to find the latest negotiation updates, key dates, FAQs and more.

[Click here for all negotiation updates](#)



---

*Copyright © 2025 North Memorial Health, All rights reserved.*

**Please send any feedback to:**  
[Corporate.Communications@NorthMemorial.com](mailto:Corporate.Communications@NorthMemorial.com)