



## Union negotiations

**APRIL 9, 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*

Yesterday, the North Memorial Health bargaining team met with the Minnesota Nurses Association (MNA) for the second day of negotiations. At our request, the session took place at the Robbinsdale Medical Building, and the group agreed to continue meeting at this location for future sessions as the space worked well for both parties. The topic of meeting locations has been ongoing with the union, so we are pleased to have aligned on a common location that avoids the costly hotels used in 2022.

As we've continued to share, North serves a disproportionate share of patients covered by Medicare and Medicaid that has driven more than \$180M+ in losses for our system. And now we are facing even more cuts to Medicaid being considered at the Federal level. These financial challenges are still very much a reality for us and as a result, remaining fiscally responsible throughout this process will be critical to our mission.

We'll 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

The second day of negotiations with the MNA was again collaborative, and we were able to have a productive conversation. While we appreciated the union meeting with us again within days of our last session, we're disappointed that the union continues to deploy delay tactics throughout this process. This includes the MNA's refusal to provide a wage proposal, with union leaders saying only that they would "talk about it at a later date." Without a complete view of all proposals from the union, particularly economic proposals, it will be increasingly difficult to discuss any parameters of the contract, and negotiations will stall. We cannot come to a timely and complete agreement without details for all of the union's proposals.

We started the day with the union requesting more information from North. The union did not respond to any of North's 23 open proposals. In contrast, the North bargaining team responded to multiple union proposals. The key topics included changes to the *Rolling Request Form process* and the *structure of unit councils*. At the end of the day, the union offered a counter proposal on rolling requests as it relates to posting and filling positions. North will review the union's counter.

Regarding unit councils, we discussed role definitions for the charge nurse and preceptor roles, as well as the union's proposal to require MNA stewards to sit on each council and unit shift coordinators running the councils. We do not agree with this proposal. Nurses already have a presence on every unit council, where they

play an important role. We believe the success of the unit councils are based on a holistic team approach, which includes but is not limited to nurses, NAs, surgical techs, ED techs, mental health associates and HUCs who choose to and apply to participate.

We intend to have further discussions on this topic during bargaining, but we believe the current shared governance model for unit councils is working. We see our unit councils as an important, collaborative group across multiple disciplines.

### What's next

We will continue our commitment to bargain 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, which can be a distraction/barrier to providing patient care. The next negotiation session is scheduled to take place on **Tuesday, April 15**.

### 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.

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