



## Union negotiations

**APRIL 17, 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*

On Tuesday, April 15, the North Memorial Health bargaining team met with the Minnesota Nurses Association (MNA) for the third day of negotiations. No tentative agreements were made yesterday, although we did discuss several key topics and proposals:

1. The union presented a petition for observers, and we do not think this creates a productive negotiation environment.
2. The union presented their wage proposal of 18% over three years along with a number of other economic proposals that would be financially devastating for us to agree to.
3. We discussed workplace safety, a topic we agree is very important to all team members.
4. We discussed counter proposals dealing with a request for information from the MNA and salary experience credits.

We will continue to be transparent throughout this process and remain focused on what needs to be done at the table. Please see below for more information as well as resources to support you.

### Negotiation update from the North bargaining team

#### **Petition for family members at bargaining sessions**

As shared above, MNA began our first joint session with a petition, demanding that we allow the family members of nurses (including children) to attend bargaining sessions. We do not agree that this is appropriate and shared that with the union. In 2022, observers were disruptive of the bargaining process, and both sides need to remain focused on reaching an agreement and conducting frank and open discussions with one another. While negotiations are not an open forum, the process is transparent, with note-takers on both sides of the table and North's proposals and positions are [regularly updated here](#).

#### **Unrealistic economic proposals**

Most notably from the day, MNA presented us with their wage proposal of 18% over three years (8% in the first year, 5% in the second year, 5% in the third year) along with many other extremely expensive economic proposals that are not financially

sustainable or responsible.

After review and discussion amongst the North bargaining team, we, the hospital, countered with an opening proposal for a 6% increase over three years (2% in the first year, 2% in the second year, 2% in the third year). The MNA also finally gave us the remainder of its 10 “placeholder” proposals that were contractually required to be provided by March 15. We reiterated our position that the union waived their right to make these proposals, since they were not shared on or before the date outlined in the MNA contract. Nevertheless, we are conducting a cost analysis of these additional items for review while also keeping in mind the financial reality at North and ensuring we remain as equitable as we can across all roles within our system.

While the union started at a lower wage proposal than they have traditionally, their current wage proposal – by itself -- would add nearly \$20M in labor costs over three years. This is in addition to MNA’s other economic proposals that include tens of millions of dollars in costs for proposals such as employer covered health insurance premiums, over the span of the three-year contract.

North’s 2024 operating margin of 0.4%, which includes significant losses driven by the high proportion of patients covered by Medicare and Medicaid, is not sufficient to sustain long-term capital needs. With projected losses on governmental payors expected to exceed \$180M+ in 2025, it is completely unreasonable for North to consider MNA’s economic wish list. Because North agreed to an 18% wage increase over three years for the 2022 MNA contract at Robbinsdale Hospital, on top of other significant costs incurred from the 2022 negotiations, we believe that all parties must be realistic across all economic proposals to ensure the long-term sustainability of the organization.

### **Workplace violence prevention efforts**

MNA asked us to review their workplace violence prevention proposal. Workplace safety is a top priority for North. We take this topic very seriously, and know it is important to all team members. We are proud of the work we have accomplished over the last several years in partnership with our frontline team members and unions, and recognize more work can be done. However, we do not believe the proposed language from the MNA would improve our continual work to improve safety.

### **Counter proposals from the day**

During the second joint session, we provided information per the union’s request related to charge nurse and preceptor training as well as the approximate cost of orienting a nurse at North.

At the last session of the day, the union provided a counter proposal on one of North’s proposals, which would provide salary experience credit for EMTs, paramedics, surg techs, nursing assistants and med techs. The union also offered a package in which they would agree to a North proposal that requires a nurse to stay on a unit for 12 months prior to transferring if we agree to the rolling request counter provided by the union (related to the posting and filling of positions).

## What's next

We will meet with the MNA for our fourth negotiation session on **Thursday, April 24**.

## Where you can learn more

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

In addition, we encourage team members and leaders to follow the latest legislative activity impacting healthcare, and North, by visiting the [Government Affairs page on NorthNet](#) and sign up to receive daily and weekly updates via the [Government Affairs Engage channel](#). Policy changes will continue to have an impact on North's future and the health of our financials. These resources provide context for all that we need to be considering throughout MNA negotiations as many policy changes carry financial implications. We remain active in our fight for public funding and will be monitoring the current legislative session closely.

[Click here for all negotiation updates](#)



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