



## Union negotiations

**APRIL 25, 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 Thursday, April 24, the North Memorial Health bargaining team met with the Minnesota Nurses Association (MNA) for the fourth day of negotiations. We were able to make some momentum on a few topics and had respectful discussions around several proposals including:

- Experience credits, which resulted in a tentative agreement.
- Rotating shifts.
- Definitions of specific roles and MNA's role on unit councils.
- Strike language, language regarding MNA security, approval of temporary RNs, paid time for stewards and staffing.

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

*Our fourth day of negotiations with MNA were respectful and overall, we believe progress was made on the proposals discussed throughout the day.*

#### **One tentative agreement reached**

The hospital reached a tentative agreement with the union regarding the experience credit we provide to new RNs who have a background in a nursing-related field.

#### **No response to our wage proposal**

There was no movement on wages this week. We are awaiting a counterproposal from the MNA in response to our offer of a 6% wage increase over three years (2% in year one, 2% in year two, 2% in year three).

#### **Addressing concerns from MNA members**

Three nurses joined the session to share their concerns related to working rotating shifts and asked the hospital to commit to eliminating all rotating shifts by 2028. We have explained that rotating shifts are a widespread and longstanding scheduling practice. It is not feasible to operate a hospital 24/7 with only straight shifts.

We've worked diligently to reduce the number of rotating shifts and increase our straight shifts. Most departments are well below the targeted threshold of a 40% maximum rotation to the off shift. This year, for example, Labor and Delivery has the highest number of rotating shifts, with just 35 percent of shifts being rotating. Rotating shifts help the hospital have greater flexibility in scheduling around nurses' vacation requests, medical leaves and other reasons for unavailability.

### **Our response to several union proposals**

The hospital responded to some of the union's proposals throughout the session. We want to be transparent in that we declined several of them and explain why.

The hospital declined the union's proposals on strike language, language regarding MNA security, approval of temporary RNs, paid time for stewards and staffing.

Many of the proposals we declined would make it more difficult to staff certain shifts. Even more critical, the costs associated with the proposals we did not agree to are simply not sustainable. As we've continued to reiterate, we must make decisions throughout this process that protect the long-term sustainability of our organization, ensure these costs aren't a barrier to us continuing to provide the level of care our patients expect from us, and that we remain as equitable as we can for all team members.

### **Other proposals discussed**

Throughout the day, we went back and forth regarding the union's proposals on the definition of charge nurses and unit staffing coordinator, as well as requiring MNA stewards to sit on unit council.

## **What's next**

We will meet with the MNA for our fifth negotiation session on **Tuesday, May 6**.

## **Where you can learn more**

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

[Click here for all negotiation updates](#)

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