

The following message was sent to all Robbinsdale Hospital, Air Care and Hospice MNA nurses

Dear team,

We are writing to inform you that the first proposal exchange occurred yesterday between the Minnesota Nurses Association (MNA) union and the North Memorial Health bargaining team. This is the first step in our contract negotiations with the union to determine the terms of the next three-year contract for MNA nurses at *Robbinsdale Hospital, Air Care and Hospice*. We expect the first bargaining session to be held on **April 3**.

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, but they declined to provide them to us. Instead, they gave us 10 blank “placeholders” that contained only a title page. We do not understand why they did this, and we are disappointed that the Union appears to be engaging in the same types of delay tactics that it employed during the 2022 contract negotiations, which resulted in negotiations being drawn out over a 10-month period.

What you need to know today

- The current MNA contract at Robbinsdale Hospital expires on **May 31**.
- We expect bargaining sessions between MNA and the North negotiations team to begin on **April 3** and to occur regularly until a tentative agreement is reached. Our goal is to work to reach a reasonable agreement in a timely manner to ensure our focus remains on patient care.
- These negotiations are specific to the *Robbinsdale Hospital, Air Care and Hospice* MNA contract. Timing for the first contract negotiations for nurses at Maple Grove Hospital have not yet been set.

Our guiding principles as we enter negotiations

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. With this mind, our goal will be to work to reach an agreement with MNA on the next contract in a timely manner to prevent a lengthy negotiation process that is unsettling to patients and often becomes a distraction/barrier to providing patient care.

We respect and appreciate our nurses. The practice of nursing is an essential part of our patient care mission and pivotal to the services we provide for the community. However, we are one team, and it takes every member of that team to provide the

care that we do. Given our current financial reality and our commitment to remaining sustainable as an organization and equitable to all team members, we must consider the financial impacts that MNA proposals would have on other team members, patients and community members.

North Memorial Health will negotiate fairly 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.

Keeping you informed

We will keep leaders, nurses and team members updated, as appropriate, on our negotiation status and next steps through regular brief email updates, accessible online information and resources following each bargaining session. Key updates will also be available on a dedicated webpage we'll be standing up on northmemorial.com. More details will be shared soon.

Thank you,

Trevor Sawallish
Chief Executive Officer

Wendy Ulferts
Vice President, Patient Care & CNO

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