



Union negotiations

MAY 7, 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, May 6, the North Memorial Health bargaining team met with the Minnesota Nurses Association (MNA) for the fifth day of bargaining. Overall, movement was made, and we look forward to continuing to narrow down the issues most important to nurses. Our team will continue to keep you updated throughout this process.

Negotiation update from the North bargaining team

During the session, we were able to gain momentum on a few isolated topics. While the session was respectful and collaborative, and we were able to bargain over a few issues, the day still entailed many delays and stalling between discussions. With only three weeks until the current contract expires, we had hoped for more time with the union to discuss the more than 40 proposals that remain open.

Wages

- Unfortunately, the MNA again declined to provide a counter proposal to our last wage proposal of 6% over three years and did not commit to providing it at the next session. When we provided the 6% wage proposal on April 15, we also shared that this was not our final offer. We're disappointed the union hasn't provided a counteroffer so we can continue to negotiate wages.

Tentative agreements

- We were able to reach a tentative agreement on definitions for charge nurses and unit shift coordinators.

Air Care proposals

- Three nurses who work in North Memorial Health Air Care joined the session to discuss specific Air Care proposals. We appreciated hearing their perspective and agreed to respond to their proposals at the next session.

Other topics

- In addition, topics such as the process for educational reimbursement and a package proposal from the union were discussed.

What's next

We will meet with the union again on **May 13** and **May 20**. Today, we also agreed to an additional session on **May 29** with the hope that we can reach a tentative contract agreement before the contract expires on **May 31**.

Where you can learn more

Visit northmemorial.com/unionnegotiations to find the latest negotiation updates, key dates, FAQs and more.

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