



Union negotiations

MAY 16, 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*

Earlier this week, negotiation teams from North and the MNA met. The discussions remain cordial, but slow. With only 15 days left in the current contract, we're growing increasingly frustrated that the union still has not provided a counterproposal to our last wage proposal, despite us being clear that it was not our best or final offer. Given the costs associated with the other proposals on the table, it poses a significant challenge in our ability to negotiate those proposals without knowing wage parameters as this is the largest cost associated with the contract.

We hope the union recognizes the urgency at this point in the process and comes prepared to discuss these details at our next session.

Negotiation update from the North bargaining team

As stated above, it's been almost a month since North provided the union with our last wage proposal of 6%, but they continue to decline to offer a counterproposal. This severely limits our ability to discuss other economic proposals as we need to balance overall costs associated with each one to ensure we're being realistic about the financial reality we're up against as a system.

Example of additional costs

Staffing remains an outstanding topic that the union has raised and provided a total of 13 staffing-related provisions. The cost analysis of just TWO of those provisions totals more than \$20.5 million annually.

North did a cost analysis of the MNA's proposals around RN ratios, with an estimated annual price tag of \$7 million. In addition, the MNA's proposal to add a break nurse to every department would cost \$13.5 million per year, a number we calculated by assuming an average of a seven-year RN per department, for all shifts with benefits, but with wages at straight time only (no differentials or premium pay).

When we reference "economic proposals," the examples above are only a small portion of what we're speaking to – we mean any proposal that has a financial cost associated with it. While issues such as wages bring with them an obvious cost, the costs associated with other proposals, such as staffing, aren't always as obvious.

When discussing each proposal individually, we have an obligation to look at it through the lens of the total potential costs of the contract. As we continue to fight to protect the long-term sustainability of North and the services we offer, we simply

can't responsibly agree to the MNA's proposals as they currently stand.

Other topics discussed

As promised at the last session, we started the day offering and discussing a comprehensive Air Care counterproposal – which the union has not responded to. We also discussed concerns from nurses regarding the education reimbursement process and North's team member benefits provider, UMR.

What's next

We will meet with the union again on **May 20** and **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 our website](#) to find the latest negotiation updates, key dates, FAQs and more.

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