



## Union negotiations

**MAY 22, 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*

The North bargaining team met with the MNA on Tuesday, May 20 for the seventh day of negotiations. Overall, the day was cordial again, but progress was slow, and the union continues to delay giving North a counterproposal on wages.

This time, the union is pointing to recent media coverage – sparked by North’s efforts to secure public funding – as the reason for delaying negotiations. It’s important to note that the MNA has chosen to file a lengthy Request for Information (RFI) instead of engaging directly in bargaining discussions about wages. More detail on this development is included below.

We’ve been telling our financial story with increasing urgency for over a year, and this story helps elevate our reality to key policymakers while building awareness to the public. The coverage reflects the seriousness of our situation, and the value we bring to the community. It’s part of a broader, ongoing advocacy effort to secure the public funding our mission and safety net role require.

### Negotiation update from the North bargaining team

#### ***MNA response to recent Star Tribune coverage featuring North***

As mentioned, in light of the recent article in the *Star Tribune* highlighting North’s critical need for public funding, the union gave us a Request for Information (RFI), which includes 22 detailed requests for financial information of the organization.

While we review the RFI, we do not understand how the union has linked media coverage to their refusal to provide a counterproposal on wages. We’ve met with the union four times without a response since we gave them our initial wage counter proposal on the morning of April 15. We can’t negotiate that proposal without a counter from the union.

Our efforts to secure public funding – in the form of directed payments for Medicaid and the *Star Tribune* story related to those efforts – were in no way related to MNA negotiations underway. We will continue to be transparent with the union regarding North’s financial challenges.

#### ***Health insurance***

In response to North’s proposal to allow nurses the choice of healthcare plans, the

MNA requested information related to North's self-insured healthcare plans through UMR. We answered the union's questions on this topic and reiterated that we want to make all of our healthcare plans available to nurses to ensure they have access to more affordable options.

In addition, as an organization, North is self-insured and continues to pay higher-than-expected claims year over year – including an additional \$8.3 million in 2024 and \$5.2 million in 2023 for all plans.

### ***Other topics***

We also exchanged proposals related to hospice and Air Care nurses, and continued negotiations around a package proposal that includes both sides withdrawing certain proposals and a process for educational reimbursement. We also continued to discuss North's proposal to ensure that less senior nurses have the opportunity to take vacation days on Fridays.

### **What's next**

We will meet with the union again on **Thursday, May 29**. The current MNA contract at Robbinsdale Hospital 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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