



Union negotiations

MAY 30, 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 Thursday, May 29, for the eighth day of negotiations. Overall, this was a very productive day, and both sides made important movements that will help us to “clear the decks” and focus on the most important items going forward.

The current contract for Robbinsdale Hospital, Air Care and hospice nurses expires on **May 31**. And while we did receive a counterproposal on wages from the union, the 1% total decrease is still not something we can responsibly agree to.

We will continue to be transparent throughout this process and bargain in good faith with the union to ensure we can reach a fair and equitable agreement.

Negotiation update from the North bargaining team

Wages

After more than a month, the union did provide their counterproposal on wages, which equals a 17% increase over three years (8% in the first year, 5% in the second year, 4% in the third year). There are many other extremely expensive economic proposals on the table, so North made a wage counter of 7% over three years (2% in the first year, 2% in the second year, 3% in the third year).

Vacation time

North clarified our proposal regarding vacation time – noting that the only change being proposed was a limit on the number of Fridays to help us grant more time off to our less senior nurses – and we came to an agreement on this item.

Other topics

In addition to an agreement related to the union's education proposal, North agreed to drop proposals related to CPT retiree requirements and limiting RN FTEs to .5 or higher. In exchange, MNA also agreed to drop proposals related to temporary nurse approvals, sick leave increases, and unit educator roles.

Note: Both sides are working together to come to a compromise on proposals. These compromises often result in each side being willing to drop certain proposals.

What's next

We will meet with the MNA for our ninth negotiation session on **Thursday, June 5**.

Where you can learn more

[Visit our website](#) to find the latest negotiation updates, key dates, FAQs and more.

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North Memorial Health · 3300 Oakdale Ave N · Robbinsdale, MN 55422-2926 · USA