



Union negotiations

JUNE 13, 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*

Over the last several weeks of bargaining sessions with MNA, we've been open about the process being cordial and productive. While we haven't reached an agreement as quickly as we had hoped, there has still been steady movement. Because of this, we were disappointed to learn of MNA's plans to hold a strike authorization vote on June 23 across metro and Duluth area health systems. This move is contradictory to the positive strides we've made at the North table and feels extremely unnecessary.

At the start of negotiations in April, we had a total of 67 proposals on the table between MNA (43 proposals) and North (24 proposals). Over the last 10 sessions, we have been effective in closing 27 proposals (when factoring in tentative agreements and withdrawals from both parties), with another 11 tentatively closed proposals by the end of our last session yesterday. To give perspective; this represents the resolution of 40% of all proposals.

What we've been able to accomplish should signal a strong desire to reach a final agreement in these negotiations first and foremost, not the need for a potential strike. With momentum on our side, we believe this is the moment when we need to come together, not divide again.

We remain hopeful that we will reach an agreement soon and are deeply committed to negotiating on behalf of our nurses. It is important to keep this in mind as the Union continues to actively assess holding a strike vote to determine your interest in engaging in a strike. If the Union holds a strike vote, we encourage all MNA members to participate in this process and hope that you share in our goal to reach an agreement and avoid the financial and emotional impacts that a strike would have on our nurses, teams, patients and community.

We remain committed to negotiating a fair agreement for all with the MNA.

Please see below for more details on the topics discussed.

Negotiation update from the North bargaining team

On June 12, North met with the MNA for the tenth day of bargaining. The session began with North providing a counterproposal on wages of 7.5% (2%, 2.5%, 3%). The Union's current wage proposal remains at 16%.

Intending to build momentum as we work toward a deal, we gave the union a comprehensive package that included nearly a dozen items that are still open, including:

- North agreeing to drop our proposals related to Association Security and Breaks.
- Union withdrawing proposals related to Grievance Procedures and No Strikes/No Lockouts.
- Union accepting proposals for Flexible Work Schedules, Floating, and Orientation.
- North accepting language on Unit Councils, Holiday Scheduling, Orientation and Floating In Lieu of Mandatory Low-Need Days.

North also provided the Union with a counter proposal on Hospice, a package that addresses their LOA proposal and our proposal related to MN Paid Leave.

Unfortunately, the union did not respond to our package and only provided counter proposals on floating, Air Care and on limited movement on two of the pay differentials.

What's next

We will meet with the MNA for our eleventh negotiation session on **Tuesday, June 24.**

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