



## Union negotiations

**JUNE 25, 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 Monday, June 23, MNA members favorably voted to authorize a strike across metro and Duluth-area health systems, including North Memorial Health. While this outcome is not unexpected, it is disheartening - especially given the progress and good-faith efforts we've made at the bargaining table.

Our goal has always been, and remains, to avoid a strike and reach a resolution that honors your work while protecting care for our patients and community. We will keep you informed as this process continues and will continue to show up at the table ready to negotiate in good faith.

**Going forward, please keep the following key information in mind:**

- Holding a vote on whether to authorize a strike is only the first step in the union's ability to conduct a strike. If a strike is called, the union must give a 10-day notice.
- Our teams have a 10-day contingency plan in place, and we are well-prepared should a workforce stoppage occur.
- Our primary goal remains to engage in productive conversations with the union in hopes that we can avoid the impact that a strike would have on our organization and our 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 24, North met with the MNA for the eleventh day of bargaining. While the MNA was not ready to meet until after 11 a.m., both parties agreed to stay late and the session ended with wage proposals of 15% from MNA and 8% from North.

Both parties participated in productive conversations that led to the resolution of nine total items, including a tentative agreement on AirCare.

### What's next

We will meet with the MNA for our 12th negotiation session on **July 1**.

Where you can learn more

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

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