



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, the Minnesota Nurses Association (MNA) will hold an authorization to strike vote at metro and Duluth area systems, including North Memorial Health. We are disappointed that MNA felt this was a necessary next step, particularly considering the progress made at the North table, but we still want to make sure nurses understand the process.

Authorization to strike vote process

With an authorization to strike vote, this does not mean that you are voting whether to go on strike or that a strike will necessarily happen, you are simply voting to give MNA authorization to call a strike at any point during negotiations.

The union must receive a supermajority of the ballots that are cast to gain authorization to strike. It is unclear to North if the 67% threshold MNA has mentioned in its press releases is by bargaining unit at each hospital, or across the entire Metro and Duluth area health systems.

Vote and make your voice heard

We encourage all North MNA nurses to vote on Monday, **June 23**, to ensure your voice is heard. ***By not voting, this reduces the number of votes the union needs to gain a majority. Thus, abstaining from voting is not considered a “no” vote.***

We 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.

Progress made at North

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.

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 – including the resolution of 40% of all proposals when factoring in tentative agreements and withdrawals from both parties.

We remain hopeful that we will reach an agreement soon and are deeply committed to negotiating on behalf of our nurses. As always, thank you for all that you do for North and the patients we have the privilege of caring for.

Sincerely,

Shannon Sloan

Chief Human Resources Officer

Wendy Ulferts
Chief Nursing Officer



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