



Union negotiations

JUNE 6, 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, June 5, for the ninth day of negotiations. Most of the day was spent working on a package proposal with the union, which ended in a tentative agreement on the proposal. This was very positive momentum, and we are pleased with the progress that was made. *Please see below for more details on the topics discussed.*

Negotiation update from the North bargaining team

Wages

The union provided a counterproposal on wages that included lowering their previous proposal from 17% to 16% over three years. While we still have a gap between the union's wage offer and what we can agree to, we appreciate the movement on the union's part, and we look forward to continuing the conversation regarding wages at our upcoming negotiations sessions.

Tentative agreement reached on package proposal

As shared above, the majority of our time with the union this week was spent discussing a package that included both parties working through various proposals. This is not a comprehensive overview of the details of the package proposal, but highlights include:

- North withdrew proposals related to mandatory on-call, call pay, and two additional items related to order of cancellation (temporary nurses).
- The union agreed to a proposal related to posting and filling of positions.
- North agreed to CPT requirements.
- The union withdrew proposals related to holiday requirements as well as rotation and shift of choice.
- Overall, the dialog around scheduling was very collaborative.

Most notable, as part of this package proposal, North agreed to form a subcommittee of the Staffing Advisory Committee that is focused on optimizing scheduling practices, specifically regarding rotating shifts. This group will meet within 30 days of contract ratification and monthly thereafter for at least 12 months or until the group agrees to stop meeting due to resolution of scheduling concerns.

Related to rotation and shift of choice in the package proposal, nurses with 10 or more years of seniority will be afforded the opportunity to work a permanent shift assignment of the nurse's choice subject to the need to provide proper staffing on all shifts. North may also provide shift of choice to nurses with less than 10 years of seniority when a unit has a need for a shift of choice and no qualifying nurses on that unit have requested it. The shift of choice position will be posted in addition to notifying unit nurses via email seven days prior to the position being posted. To provide greater opportunities for nurses to select a shift of choice, North will create more straight shifts in this situation only.

Key topics remaining

The union still has a staffing proposal on the table, as well as with the union's AI proposals and wages, as covered above. Each of these come with a high cost, so we will need to continue to prioritize with the union as we manage these negotiations alongside our ongoing financial situation.

Other topics

We continued to discuss Air Care and hospice-related proposals and will further that conversation at the next meeting.

What's next

We will meet with the MNA for our tenth negotiation session on **Thursday, June 12**.

Where you can learn more

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

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