



Union negotiations

JULY 3, 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*

After more than four months of negotiations with the MNA, we are pleased to share that **we have reached a tentative agreement on the next three-year contract**. We feel confident that the details of this contract recognize the invaluable contributions of nurses to the organization and reinforce North Memorial Health's commitment to our teams.

From here, all MNA members will have the opportunity to vote on accepting this new contract, which includes resolution on many topics that we know were important to you.

We recognize the impact these negotiations can have on our nurses and team members. We are grateful to our teams for continuing to provide care and compassion to our patients throughout this process, and for supporting one another.

A sincere thank you to our negotiation teams for their collaboration throughout this process and to all of you for your commitment to North and the patients we serve.

Sincerely,

Shannon Sloan

Chief Human Resources Officer

Wendy Ulferts, RN

Vice President, Patient Care and Chief Nursing Officer



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