



June 10, 2025

Today was our eighth session with Minnesota Nurses Association (MNA) to negotiate contracts to replace those that expired May 31.

- At the last bargaining session, we made a proposal on scheduling nurses when they move from days to nights and vice versa. We also provided a sample of how this would work in practice. Our proposal was in response to a union proposal and expands on language that is already in United and Mercy hospitals' contracts:

When rotating from a night shift to a day shift, the Hospital will schedule the nurse to have at least 47 hours off between the end of a night shift and the beginning of a day shift, when rotating from day shift to night shift, the Hospital will schedule the nurse to have at least 47 hours off between the end of the day shift and the beginning of the night shift, except by agreement of the Hospital and the nurse (or through nurse self-scheduling). During holiday schedules, process will be followed as best as is practicable within the designated unit staffing needs.

Despite having two weeks to consider the proposal, the union said it needed more time.

- The union also agreed to drop several proposals that we had previously declined; however, the union still has dozens of open items.
- We anticipate minimal changes in the contract during this bargaining cycle and will concentrate on updating outdated letters of understanding (LOU) and action items. We presented a package proposal to remove the orientation travel time LOU at each facility as well as outdated action plans from 1998 and 2004 in the United Hospital contract.
 - We explained that Allina Health's policy on travel would apply to nurses traveling between facilities and is more generous than the LOU. We confirmed that nurses are compensated for that time and it counts toward overtime calculation.
 - Action plans differ from LOUs or other contract language in that they specify activities the parties will undertake during the contract term. Since these are more than 20 years old, they are no longer applicable.

In exchange, we would agree to the union's grievance timeline proposal and apply the modified Payment for Meetings LOU to the Unity Campus contract. The union did not respond.

- The union provided an updated wage proposal of 8.0, 5.0 and 3.0% increases respectively over the next three years. We offered a counter proposal of 2.0, 2.5 and 3.0% respectively.

What's next

We will meet again on Tuesday, June 17.

The union's proposed 16% wage increase is simply not realistic as Allina Health and other healthcare systems face significant uncertainty and financial pressures, including ongoing losses, rising costs, declining reimbursement for the care we provide and potential government funding cuts to Medicaid and other federally funded programs. It is our responsibility to reach economic agreements that ensure we can continue providing high-quality care to the patients and communities we serve well into the future.