



June 17, 2025

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

At the beginning of the negotiation process, we saw an opportunity to standardize certain processes across the four metro contracts, including extra hours and low needs. The union has shown no interest in addressing these topics but has not provided an explanation. We proposed updating contract language to align with the tiered orientation process, and the union has also refused to engage in that discussion.

We still believe it is important to work on these topics. However, to move toward an agreement we have turned our focus to cleaning up language that is no longer relevant or applicable. Addressing these outdated provisions and negotiating a reasonable wage increase seems the most likely path to resolution. So far, the union has not demonstrated a willingness to even do that.

Instead, the union continues to present proposals we have repeatedly declined rather than focusing on finding common ground where possible. For instance, the union continues to pursue rigid staffing ratios, something it has proposed and dropped in each of the negotiations over the last 20 years. Its focus on such topics will not move the parties forward.

We hope the union is not stalling to prolong negotiations needlessly as both parties should be fully engaged, in good faith, at the bargaining table.

Workplace violence

We share our nurses' concern about workplace violence and agree that the safety of everyone in our facilities must be our top priority. Unlike the union, we do not believe that additional contract language is the solution. We want to continue working with our nurses to identify and implement additional safety measures to protect our Care Team Members, patients and visitors.

Technology

The union would like contract language restricting our ability to implement new technology; however, we have no interest in limiting our ability to use new technology in our practice of medicine and will continue to embrace technological advances as appropriate to allow our nurses to focus on practicing at the top of their license. Nurses and clinicians provide valuable perspective as we develop and implement technology solutions in patient care.

Financial sustainability

Allina Health released May financial results today, further reflecting our concerning financial situation. Last month, we posted an operating loss of \$28.1 million, compared to a planned loss of \$15.8 million. Our expenses continue to significantly outpace our revenues, which is not sustainable. Incremental expenses, including salaries and benefits as well as supplies and drugs, are far outpacing our incremental revenue. We also continue to face rising costs, lower reimbursements for care and significant uncertainty about cuts to Medicaid and other federally funded programs. We must reach responsible economic agreements that will allow us to continue providing exceptional care to our communities well into the future.

Union's strike authorization vote

MNA has publicly announced its intent to hold strike authorization votes at Allina Health and other health systems across the Twin Cities metro and Duluth on Monday, June 23. We are disappointed the union is taking this seemingly drastic step before we have even concluded our scheduled bargaining sessions. At a time when collaboration is essential to address significant threats like federal funding cuts, this decision risks creating unnecessary division instead of coming together in support of the communities we serve. We want to ensure all MNA-represented nurses have the details needed to make an informed decision when voting.

Do I have to go on strike? Can I work?

No! You have the right to work, and work will be available for any nurses who wish to work during a strike. More information on this process will be provided if MNA issues the required 10-day notice of a strike.

If I work, can the union retaliate against me?

No, it is against the law to retaliate against employees for exercising their rights. However, union by-laws may allow the union to issue fines or other internal union discipline to members who cross the picket line.

How do I resign my union membership?

You need to tell the union. If the union has a specific process, you should follow it. Also, keep in mind that only union members can participate in strike authorization votes and other internal union matters.

If I go on strike, can I use PTO?

Employees on strike status are not eligible to take vacation/PTO regardless of whether it was pre-approved.

What's next

We have one more session scheduled for Wednesday, June 25, and we remain focused on reaching fair, sustainable agreements so we can return our focus to our shared mission of providing exceptional patient care.