

March 26, 2025

Today was our first bargaining session with Minnesota Nurses Association (MNA) to negotiate new contracts to replace those that expire May 31 for Abbott Northwestern, Mercy (both campuses) and United hospitals.

It was a typical first day of bargaining. After members of both sides' bargaining teams introduced themselves, the union reviewed a list of its systemwide proposals, and nurses from each hospital provided additional commentary on several items. Later in the day, nurse representatives from each hospital reviewed their site-specific proposals.

We provided an overview of our goals before responding to questions from the union about specific proposals. We look forward to professional, productive and respectful discussions throughout these negotiations. As we previously shared, we have made proposals that aim to:

- Standardize processes across our metro hospitals.
- Allow flexibility in our operational changes to allow us to respond to the ever-changing health care landscape and remain competitive.
- Maintain our ability to remain good stewards of the financial resources of our nonprofit health system while continuing to attract and retain skilled and talented employees.

In an effort to reach an agreement today, we proposed agreeing to the union's proposal on the timelines in the grievance procedure in exchange for our proposal that the union would bring grievances to arbitration in a timely manner. The union did not respond before the end of the day.

Knowing the outcome of these negotiations affects the livelihood, well-being and on-the-job experience of many Allina Health nurses, we hope to agree on contracts that recognize the excellent quality and compassionate care nurses provide to our patients and their value as Allina Health Care Team Members. At the same time, we approach negotiations with a responsibility to ensure that we remain a viable organization that will be able to serve our patients and communities well into the future.

What's next?

Our next bargaining session is Wednesday, April 9, and we have additional dates scheduled into May. We will continue to keep you updated throughout the process. Please do not hesitate to contact us with questions or concerns, and we thank you for all you do for our patients, their families and our communities.