



April 9, 2025

In the second session of contract negotiations today between Allina Health and MNA, we had a good deal of conversation with the union on both sides' proposals.

We reached tentative agreements to:

- Renew most of the existing Letters of Understanding through the duration of the next contracts.
- Cover Mercy Hospital - Unity Campus Wound Ostomy and Continence nurses under the terms of the contract covering Unity nurses. This change will occur once the parties ratify a new contract.

MNA rejected the proposal we made last session to accept the union's timeline for the grievance procedure in exchange for timely arbitration of grievances.

We declined several MNA proposals, including:

- Numerous scheduling changes that would add complexity and reduce flexibility and standardization
- Establishing specific nurse-to-patient staffing ratios
 - We believe that specific fixed ratios do not serve the care needs of our communities, unlike a system that can adjust staffing in a dynamic environment to address patient needs.
- Limiting the use of new technology that impacts the practice of nursing
 - Technology is already an integral contributor to the work our nurses do. As we look to the future, we need solutions that support and accelerate our care delivery expertise and allow us to focus on what we do best – care for patients.

Our tiered orientation system was a topic of discussion in response to a proposed MNA modification. We suggested the union review feedback on the tiered orientation available on the [AKN](#).

This afternoon, we offered a proposal that would tie together a union proposal and an Allina Health proposal on dues deduction. We offered to update some of the information provided to the union with the monthly union dues deduction if the union agreed that dues deduction could be stopped once the contracts expire. The union did not respond before the end of the day.

What's next?

Our next bargaining session is Wednesday, April 16, and we have additional dates scheduled into May. In attaining a new contract, Allina Health wants the same outcome as our nurses do -- safe, effective, high quality patient care. Thank you for your continued dedication to this goal.