



April 16, 2025

During today's negotiation session with Minnesota Nurses Association (MNA), we bundled several of our proposals with certain union items in an effort to reach some agreements.

We proposed pairing:

- Employer and union proposals on some administrative items. If the union agrees to change the date for paying the annual certification bonus from Nov. 1 to the first regular pay date following Nov. 1, and to increase the threshold for making off-cycle payments for inadvertent payroll errors, then we will agree to much of the union's proposal to expand the information provided to the union that accompanies the monthly union dues deduction.
- Our proposal to include a new six-month probationary period in each hospital contract with the union's proposal for the timelines to process grievances. The union has agreed to include a six-month probationary period in other Allina Health contracts.

MNA also presented its economic proposals, which included multiple items. Under the contracts, the union was obligated to present each of these items by March 15. Despite missing that deadline, the union made an opening wage proposal today with increases of 18 percent over three years. While we will respond to the union's economic proposals at a later date, we believe any economic enhancements should be focused on the base wage rates.

Several of our nurses addressed the subject of workplace safety, a matter that is important to all of us. The union is proposing to add additional layers to contract language on workplace safety. Allina Health has robust workplace violence prevention and safety programs. Workplace violence is an ongoing concern in health care systems across the country, and while we have made progress in many areas, the issue cannot be effectively addressed in a union contract. We believe the best approach is to continue to work with our Care Team Members on safety within our facilities, and through Allina Health committees that support this work.

What's next

We have bargaining sessions scheduled for May 2, 12, 22, and 28. We are committed to reaching an agreement on new contracts prior to the May 31 expirations of the current contracts. Serving our communities by providing exceptional care is our mission, and our nurses play an important role in this effort. We approach these negotiations with a goal to reach agreements that are fair and recognize the priorities of both parties.

Thank you for your continued dedication to this goal.