



**May 12, 2025**

Today was our fifth bargaining session with Minnesota Nurses Association (MNA).

- At Allina Health, we believe that employees should take care of themselves when they are sick. That is why we provide sick time and why we proposed eliminating an outdated incentive that rewards employees for not using their sick time and potentially coming to work sick. In exchange, we offered to agree to a union proposal to modify the grievance procedure timeline. The union rejected this offer, stating that it believes the grievance procedure timeline should just be accepted without a corresponding trade-off.
- We identified two administrative items that should be updated: (1) moving the date certification bonuses are paid and (2) increasing the threshold for issuing off-cycle checks for an inadvertent pay error. If the union agreed, we offered to update the employee information list we provide MNA each month, something the union previously proposed. The union rejected this package, instead proposing acceptance of the pay error correction update if Allina Health agreed to several previously rejected substantive hospital-specific proposals. We did not respond to their counterproposal.
- Several nurses shared personal statements supporting the union's staffing proposals, including ratios and designated "break" nurses. We reiterated that rigid staffing ratios would limit flexibility in accommodating fluctuating patient volumes and acuity levels. While acknowledging that nurses sometimes miss breaks due to patient care needs, Allina Health is committed to ensuring breaks are taken. We believe a dedicated break nurse is a one-size-fits-all approach that isn't appropriate or necessary for all units. We will continue to collaborate with our nurses to find solutions to these challenges, but additional contract language is unnecessary.
- As part of MNA's personal statements, they discussed the impact of staffing on nurse turnover. Last year, Allina Health's turnover for MNA-represented registered nurses in our metro hospitals was 11.36% and is trending in single digits in 2025, well below the 2024 national average of 18%. Workforce stability is a key focus for Allina Health, and we are proud of our continued improvement and the welcoming environment our current nurses provide new Care Team Members.
- We reached a tentative agreement to include the United Hospital Cath Lab nurses in the broader MNA contract.

---

### **Why an 18% wage increase is unrealistic**

MNA's proposed 18% wage increase would add approximately \$75 million in labor costs over three years, not including its other economic proposals.

We want to reach a fair and sustainable economic agreement with our nurses. However, these negotiations cannot exist in a vacuum from the reality of significant uncertainty and financial pressures facing not only Allina Health, but also other healthcare systems, state government and businesses across all sectors. Against the context of sizable financial losses that are continuing in 2025, rising costs, declining reimbursement for the care we deliver, and very real concerns around government funding cuts to Medicaid and other federal funding programs, we must take a measured and responsible approach to reaching an economic agreement that ensures we can continue providing high-quality care to the patients and communities we serve into the future.

---

### **What's next**

Our next bargaining sessions are scheduled for May 22 and 28. Thank you for delivering compassionate care to our patients and communities.