



May 28, 2025

Today was our seventh bargaining session with Minnesota Nurses Association (MNA) and the last scheduled session prior to the contracts' expiration on May 31.

- While there is still a wide distance for the parties to bridge on economic issues, we continued discussions on non-economic items today including scheduling provisions for nurses who work both day and night shifts. Both parties agree on the need for adequate time off when switching between day and night shifts, and we are working on how to operationalize this.
- Our proposal expands on language that is already in United and Mercy hospitals' contracts: *When rotating from a night shift to a day shift, the Hospital will schedule the nurse to have at least 47 hours off between the end of a night shift and the beginning of a day shift, when rotating from day shift to night shift, the Hospital will schedule the nurse to have at least 47 hours off between the end of the day shift and the beginning of the night shift, except by agreement of the Hospital and the nurse (or through nurse self-scheduling). During holiday schedules, process will be followed as best as is practicable within the designated unit staffing needs.*
- We believe it is important to have standard language across the metro hospitals. The union proposed different provisions for each hospital.
- We are waiting for the union's response.

What's next

We have received notice that MNA plans to conduct informational picketing at our metro hospitals on Wednesday, June 4; however, the focus of this picketing is not clear. As the May 31 contract expiration nears, the union still has dozens of proposals on the table. Considering the uncertain economic environment, reaching a sustainable agreement soon is in the best interest of our nurses, patients and communities.

We have agreed to additional bargaining sessions on June 10 and 17. The union also proposed June 25, but we hope to have the contracts settled prior to that date. Thank you for everything you do for our patients, communities and each other.