

January 8, 2019

Mr. Ryan Borgen
Labor Relations Specialist
Minnesota Nurses Association
345 Raymond Avenue, Suite 200
St. Paul, MN 55102

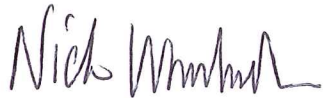
Dear Ryan:

To follow up on our correspondence regarding the negotiations between North Memorial Hospital and the MNA in 2019, I want to convey our thoughts on a potential approach.

Given the MNA's rejection of our offer to conduct a wages only negotiation, we propose bargaining at the hospital level (i.e. on a local table basis).

Again, we look forward to collaborative and productive negotiations with the MNA and await your response.

Sincerely,



Nick Wombacher
Director, Team Member Relations
North Memorial Health