



Professional Distinction

Personal Dignity

Patient Advocacy

February 22, 2019

John G. Erickson, Director of Labor Relations
Fairview Health Services
2344 Energy Park Drive, Third Floor
Saint Paul, MN 55108

VIA Email: jericks2@fairview.org

Dear Mr. Erickson,

I am in receipt of your correspondence dated Friday, February 15, 2019 regarding the scheduling of dates for our upcoming negotiations. It appears you are offering to begin negotiations near the end of March. Typically, the parties commence bargaining early to mid-March and bargain through the beginning of May. This timeframe provides the parties an opportunity to have a full and complete understanding of each party's proposals and possible solutions.

Our Union is concerned about the reluctance of the employer to provide a meaningful amount of time to negotiate a successor agreement. We continue to believe that in order to have sufficient time for meaningful discussion, the Union and the Employer should set aside a reasonable amount of dates with the understanding that dates can be canceled should we reach a new agreement sooner than anticipated. Despite our concerns, we are in agreement to meet on the following dates: March 26, April 2, April 16, April 23, April 30 and May 2.

It also appears that you are proposing the parties waive the contractual requirement to exchange proposals by March 15. The Union is not in agreement and would instead propose that we meet at a mutually agreed time and location on Friday, March 15, 2019 for the purposes of exchanging proposals. It would be our expectation that these proposals would be the initial proposals the parties intend to bring forward in legislative format and would consider the initial proposal exchange complete. This would provide both parties sufficient opportunity to prepare for meaningful and productive discussion on our first date of negotiations.

345 Randolph Avenue
Suite 200
St. Paul, MN 55102
Tel: 651.414.2800
800.536.4662
Fax: 651.695.7000
Email: mnnurses@mnnurses.org
Web: www.mnnurses.org



AFL-CIO

Finally, we propose that we secure a mutually agreeable hotel location for negotiations. The parties may split the costs associated with meeting room reservation, but each with cover the cost of catering and other expenses for its bargaining team.

Sincerely,

A handwritten signature in black ink, appearing to read "Cassy Fogale". The signature is written in a cursive, flowing style.

Cassy Fogale
Labor Relations Specialist

cc. MNA Negotiating Committee