



February 22, 2019

Professional Distinction

Personal Dignity

Patient Advocacy

Mark Sorenson
Director, Labor Relations
HealthEast Care System
1700 University Ave. W.
St. Paul, MN 55104

RE: Negotiations Scheduling

Via U.S. Mail and e-mail: msorenson@healtheast.org

Dear Mark:

I am in receipt of your e-mail communication dated February 8, 2019 regarding the scheduling of dates for our upcoming negotiations. Earlier today, in response to follow-up communications regarding negotiations dates, I provided your team with a series of dates on which the MNA Negotiations Team is available for negotiations.

I note that in your original communication you expressed the desire to use six negotiations sessions. 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. 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. We believe that the dates offered below will afford the parties the opportunity to work together to achieve a mutually agreeable contract.

March 15, 2019

April 24, 2019

March 27, 2019

May 2, 2019

April 3, 2019

May 8, 2019

April 17, 2019

May 14, 2019

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It is our expectation that there will be a mutual exchange of proposals, in legislative format, on March 15, 2019.

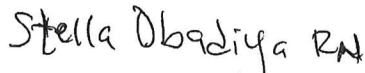
Finally, we propose that we secure a mutually agreeable hotel location for negotiations. The parties may split the costs associated with meeting room reservation, but each will cover the cost of catering and other expenses for its bargaining team.

Sincerely,

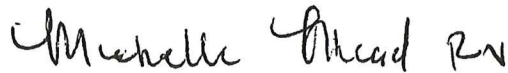


Evangeline Tutt
Labor Relations Specialist
Minnesota Nurses Association

Cc: MNA Negotiating Committee



Stella Obadiya, RN
MNA Negotiating Committee
HealthEast - Bethesda



Michelle Mead, RN
MNA Negotiating Committee
HealthEast - St. John's



Trilby White, RN
MNA Negotiating Committee
HealthEast - St. John's



Bernadette Fielding, RN
MNA Negotiating Committee
HealthEast - St. Joseph's



Dick Hebrink, RN
MNA Negotiating Committee
HealthEast- St. Joseph's