



February 22, 2019

Professional Distinction

Personal Dignity

Patient Advocacy

Mr. Nick Wombacher
Director, Team Member Relations
North Memorial Health Care
3300 North Oakdale
Robbinsdale, MN 55422

FIA USPS and E-Mail: Nick.Wombacher@NorthMemorial.com

Dear Nick:

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 time frame provides the parties with 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 number of dates with the understanding that dates can be canceled should we reach a new agreement sooner than anticipated. Despite our concerns, we agree to meet on all dates offered by North Memorial: March 29, April 5, April 9, April 16, April 30, and May 7. Consistent with prior negotiations, our understanding is that the following MNA Negotiating Committee members would not be scheduled to work nursing shifts on bargaining dates, nor would they be scheduled night shifts on the night prior to a bargaining date: Mary Turner, Peggy Kelly, Kathy Rabe, Barb Warren-Bloms.

It also appears that you are proposing that 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 upon time and location on Friday, March 15, 2019, for the purpose 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 satisfy the Article 65 proposal exchange requirement. This would provide both parties with sufficient opportunity to prepare for meaningful and productive discussion on our first day of negotiations.

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 would cover the cost of catering and other expenses for its bargaining team.

Sincerely,

Ryan Borgen
MNA Labor Relations Specialist

CC: MNA Negotiating Team
Tom Poulos, MNA Director of Labor Relations
Karlton Scott, MNA Director of Organizing

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