

February 3, 2023

We completed our fourth negotiation session in Bemidji with MNA yesterday.

MNA opened the discussion with significant economic demands - seeking wage increases of 30% over 3 years (11%/10%/9%), several different bonuses, and hefty hikes to most premiums/differentials in their contract.

While the exponential increases sought by MNA are unpalatable with the razor thin margins in non-profit healthcare without increasing the cost of healthcare at Sanford Bemidji, Sanford Health is committed to negotiating fair and competitive wages for its valued nurses, and demonstrated that by responding to MNA's starting demand with an opening counteroffer of 8% across-the-board increases over a three year contract (4%/2%/2%), increases to preceptor pay and permanent off-shift differentials, and a professional development bonus of up to \$500 per year for eligible nurses.

We know that negotiations typically take multiple sessions, and we appreciate the time both the negotiating team and management dedicated to being present and listening to each other's concerns and requests with the intent to understand.

We look forward to the opportunity to discuss these items further when we hold our fifth negotiating session on February 16, 2023.

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