

December 8, 2022

We spent our first day of negotiations with MNA focused on non-economic proposals. Many of Sanford Health's proposals were intended to simplify the contract language to make it more readable and understandable by employees. Other Sanford proposals were aimed at easing the administrative burden of differentials and leave benefits unique to Bemidji MNA.

Sanford also set forth several non-economic proposals intended to improve the partnership between Sanford Bemidji and MNA in recruiting, training, and retaining diverse pipelines of 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 with each other next week when we hold our second negotiating session on December 15.

