

March 17, 2023

We just completed our first day of negotiations with MNA Worthington. We appreciate the negotiating teams' commitment to negotiating despite the severe winter weather.

MNA opened the discussion with significant economic demands - seeking wage increases of 30% over 3 years (11%/10%/9%) and several different bonuses. 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 Worthington, Sanford 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 proposed caps on employee health insurance premiums.

Several tentative agreements were reached during yesterday's negotiating session, including clean-up of obsolete contract language, an increased rate for preceptor pay, and codification of MNA's support of the internationally trained nurse prevailing wage determination process.

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 next Tuesday, March 21.

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