



March 11, 2025

Sent via e-mail only

Ms. Sarah Tenney, Field Representative
Minnesota Nurses Association
345 Randolph Avenue, Suite 200
Saint Paul, MN 55102

RE: Twin Ports (St. Mary's Medical Center, Duluth, Essentia Health Duluth, and St. Mary's Superior Hospital) 2025 Negotiations / Scheduling follow up

Good morning, Sarah,

Over four weeks have now passed since Essentia first provided the MNA with 54 days in April, May, and June, and requested dates the MNA would commit to for purpose of setting a calendar for bargaining for a new collective bargaining agreement at Twin Ports (St. Mary's Medical Center, Duluth, Essentia Health Duluth, and St. Mary's Superior Hospital). We requested meetings on successive dates in successive weeks or minimally every other week rather than sporadic single days to provide an opportunity to have meaningful discussions. I have followed up numerous times since first reaching out including providing you with known dates your own committee members scheduled off for vacation or other reasons. You have promised to provide dates, but so far have failed to do so. Essentia renews its request and asks that you provide a full slate of available days the MNA is available so we can finalize a full negotiation calendar. We ask for these dates as soon as possible, but no later than Monday, March 17, so that calendars can get reserved.

Best regards,

A handwritten signature in black ink, appearing to read "JH", with a stylized flourish extending from the end.

John Haberman
Labor Relations Director
Essentia Health

cc: Grant Collins, Felhaber Larson
William Stubbs, Sr. Labor Relations Specialist