



June 27, 2025

Via Fax and Email

John Haberman  
Director of Employee and Labor Relations  
Essentia Health  
407 E. 3rd St.  
Duluth, MN 55805

Professional Distinction

Personal Dignity

Patient Advocacy

*Sent via Email:* [john.haberman@essentiahealth.org](mailto:john.haberman@essentiahealth.org)

Dear John:

We hereby notify you, Essentia Health, pursuant to Section 8(g) of the National Labor Relations Act, as amended by the health care institution amendments of 1974, of our intent to engage in an unfair labor practice strike, picketing, and/or other concerted refusal to work at or near the following locations on the dates and hours set forth.

**At or near the following locations:**

Essentia Health St. Mary's Medical Center at 402 E 2nd St, Duluth, MN 55805  
Essentia Health St. Mary's Hospital-Superior at 3500 Tower Ave, Superior, WI 54880  
Essentia Health-Duluth (Miller-Dwan) at 502 E 2nd St, Duluth, MN 55805  
Essentia Health-Duluth Clinic 1st Street at 420 E 1st St, Duluth, Minnesota 55805  
Essentia Health-Duluth Clinic 2nd Street at 502 E 2nd St, Duluth, Minnesota 55805  
Essentia Health-Duluth Clinic 3rd Street at 400 E 3rd St, Duluth, Minnesota 55805  
Essentia Health St. Mary's-Superior Clinic at 3500 Tower Ave, Superior, Wisconsin 54880  
Essentia Health Solvay Hospice House at 801 Baylis St, Duluth, Minnesota 55811  
Essentia Health Miller Hill Surgery Center at 1600 Miller Trunk Highway, Duluth, MN 55811

**Date and time actions will commence:**

July 8, 2025 at 7:00 am.

In order to protect patient care and safety and to meet the obligations of the Nurse Practice Act, nurses who are working in the middle of their shift at the start of the strike must be provided qualified relief and allowed to give report.

Sincerely,

Chad McKenna  
Manager of Field Operations  
[Chad.McKenna@MNNurses.org](mailto:Chad.McKenna@MNNurses.org)  
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AFL-CIO

cc: Federal Mediation and Conciliation Service  
Elaina Hane, RN, MNA Executive Director  
John Aho, MNA Director of Field Operations  
Laura Hundt, MNA Manager of Field Operations  
Chad McKenna, MNA Manager of Field Operations  
Grant Collins, Attorney, Felhaber Larson  
Meggen Lindsay, Attorney, Felhaber Larson  
William Stubbs, Sr Labor Relations Specialist, Essentia Health  
MN Bureau of Mediation Services  
MNA Negotiating Team