



Essentia Health

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Essentia Health: Minnesota Nurses Association puts statewide picket ahead of local progress

Today is one of 54 bargaining dates offered by Essentia, and one of 46 the MNA declined; the union instead will focus on picketing

In early February, Essentia Health offered 54 potential bargaining dates to the Minnesota Nurses Association (MNA), nearly five months before the contract for acute care nurses in the Twin Ports expires. One of those dates was June 4, which the union declined. Instead of accepting Essentia's offer to meet at the bargaining table today, the MNA is more interested in organizing informational pickets across the state and holding press conferences than in reaching a deal before the current agreement's expiration on June 30.

Of the 54 days offered by Essentia, the union declined 46 and agreed to just eight, despite the fact that the last contract in 2022 required 26 sessions to secure an agreement. Today's statewide picket comes amid a three-week bargaining break with Essentia – a lengthy pause chosen by the MNA; Essentia proposed numerous days between our seventh and eighth sessions, on May 22 and June 12, respectively. None were accepted by the MNA.

February correspondence from Essentia to the MNA offering the 54 dates, including June 4, is attached.

“Reaching a fair contract for our valued nurses requires serious time and work at the bargaining table before June 30,” said Rhonda Kazik, chief nurse executive at Essentia. **“That’s exactly why Essentia reached out early and often to insist on dedicating time to developing local solutions that work for our patients and nurses. Unfortunately, the MNA has chosen to direct its attention to a statewide campaign strategy.”**

On May 22, the MNA offered to add one more day of bargaining, on either June 24 or June 25. After Essentia expressed an interest in meeting both days, the union agreed to just one of them (June 25). At that time, Essentia reminded the MNA of the many days it was still available from the list of 54 provided in February.

The union still hasn't shared its wage and benefit proposal with Essentia, nor has it responded to Essentia's full contract proposal, which was delivered during the first negotiating session on April 11.

Essentia Health-MNA 2025 bargaining timeline:

- Feb. 10 — Essentia Health offers the MNA 54 potential bargaining dates in April, May and June
- March 26 — The MNA agrees to meet on only eight of the 54 days Essentia offered
- April 11 — First bargaining session
- April 15 — Second bargaining session
- April 24 — Third bargaining session
- April 30 — Fourth bargaining session
- May 6 — Fifth bargaining session
- May 14 — Sixth bargaining session
- May 22 — Seventh bargaining session
- June 12 — Eighth bargaining session
- **June 25 — Ninth recently added and final *scheduled* session**
- June 30 — Contract expires

Essentia maintains contracts with 55 organized bargaining units, which cover approximately 6,500 employees. Last year alone, Essentia successfully negotiated more than 20 contracts with individual bargaining units.

More detailed bargaining updates can be found [here](#).

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ABOUT ESSENTIA HEALTH

Essentia Health's mission is to make a healthy difference in people's lives. An integrated nonprofit health system, Essentia relentlessly pursues that mission at our 14 hospitals, 80 clinics, 29 retail pharmacies, six long-term care facilities, three assisted living facilities, three independent living facilities, seven ambulance services and one research institute. Essentia has about 15,500 employees, including 2,350 physicians and advanced practitioners who provide expert, compassionate care. We're privileged to serve patients in Minnesota, North Dakota and Wisconsin.

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