



Essentia Health

THE BARGAINING PROCESS

Essentia Health has a long history of reaching mutually acceptable agreements where our employees have been union-represented. We're currently working through the normal negotiations process again. These negotiations will take place over several months, and we will share updates as the process progresses. Once a tentative agreement is reached, it will need to be ratified through an internal union process. That includes the union sending the proposed contract to the represented members for approval. Once the contract is ratified, we will release a public announcement.