

A Strike Will Impact All of Us

The Minnesota Nurses Association (MNA) has voted to proceed with a strike on October 3. St. Luke's Hospital operates in the current economic climate that all health systems operate in. A strike will have a negative impact on not just our hospital but our community as well.

Ultimately, such a decision could change the overall profile of healthcare in Duluth and our surrounding area in ways that are harmful to our employees and our communities, and contrary to the purpose of the MNA itself.

- St. Luke's must now set in motion the contingency plans we have in place to maintain continuity of care by bringing in replacement nurses. The high, non-recoverable costs of these contingency plans will likely force St. Luke's to reconsider, and possibly reduce, the breadth of services we provide.
 - **For all our staff**, that may mean being asked to voluntarily take time off or accept imposed time off. Every department is susceptible to these shift effects.
 - **For our community**, it will likely mean less access to care. Reduced department staff will mean patients will need to go elsewhere or put off scheduling surgeries and procedures. A dramatic increase in costs from a strike of any duration will require us to reevaluate what services we continue to provide in the future.
- The long-term future of St. Luke's: In a time when more and more hospitals are closing or being absorbed by larger entities, St. Luke's is proud of its independence. The dramatic increase in costs resulting from a strike of any duration could result in the need to reconsider that independence and explore relationships with other systems in an effort to further reduce costs.

We have offered a fair and competitive package that will allow St. Luke's to continue its quality of care. We hope that MNA leaders will reconsider this vote and the negative impact it will have on all of us.