

## Investing in Our Staff

The Twin Cities are nationally recognized for providing outstanding healthcare, and we're proud to have the best nurses in the country. We've invested in their talent and are proud of the results. We offer competitive wages to attract and retain the most talented nurses, so we can continue to deliver exceptional care.

### How do wages for Minnesota nurses compare nationally?

According to a national survey of nurses' working conditions, published by the website WalletHub, Minnesota nurses earn some of the highest average wages in the U.S.

- WalletHub named Minnesota #2 on its list of the ["Best States for Nurses."](#) in which Minnesota was second only to Oregon. The 21 key metrics analyzed included nurses' annual average salary, monthly average starting salary, mandatory overtime restrictions and average number of work hours.
- WalletHub also ranked Minnesota #3 for the highest annual nursing salary, adjusted for cost of living.
- The average full-time nurse's pay at Twin Cities Hospitals is \$97,435 adjusted for inflation, and a new grad hired on June 1, 2008, saw their pay rise approximately 67% by June 1, 2018. This was more than four times the rate of increase in the Consumer Price Index (CPI) – a measure of inflation and indicator of cost of living – for the same period, which was 16.1%.

### Requested wage increases for Twin Cities Hospitals nurses

- The Minnesota Nurses Association called for a 21% wage increase over the next three years in its initial proposal – 7% each year of the new contract.
- Twin Cities Hospitals nurses receive an average "step increase", or within-grade pay increase, of 3% each year on top of annual wage increases.
- The requested wage increase, in addition to average step increases, would mean a 30% increase for some Twin Cities Hospitals nurses over the next three years.
- Wage increases of up to 30% over the next three years are not sustainable and would impact our ability to fulfill our mission.

Throughout these negotiations and every day, we must remain good stewards of our resources, investing in all team members and in the necessary infrastructure and technology required to continue offering the highest quality of care to our patients. Nurses are a vital part of our success, and we are committed to reaching an agreement that works for everyone.