



Fairview Nurses for a Voice at Ridges



Should Ridges Nurses Be Treated the Same?

Fairview Ridges nurses are missing out on the benefits and working conditions that Fairview Minnesota Nurses Association (MNA) members have. MNA nurses who work at Fairview facilities are able to negotiate with management on a level playing field. Ridges nurses deserve the same treatment as other Fairview nurses!

MNA invites you to an informational meeting on Thursday, Feb. 22, at the Apple Valley Community Center, 14603 Hayes Rd., 4-6 p.m., to learn how to gain the rights and treatment you deserve.

Here's what MNA Fairview nurses say:



"I have no fears of mandatory low-need because my union contract prevents part-time nurses from being low-needed more than 16 hours, and nurses who are scheduled 64 hours regularly are not low-needed. I love being an MNA nurse and having a contract that management must follow."

- Sandy Thimmesch, Fairview Southdale Med/Surg nurse and MNA Co-Chair

"When I'm in report and I know an assignment is unsafe, I'm able to use the Nurse Practice Act to refuse the unsafe assignment without retaliation. Being an MNA nurse gives me the tools to protect my license without fear of retribution."

- Julianne Uzik, Fairview Southdale Heart Center nurse and MNA Co-Chair.



"When I refuse to work overtime, I don't fear I will be retaliated against because my union contract allows me to refuse overtime for no reason. Whether I am too tired to continue working, or just want to be with my family, my contract prevents the hospital from making me stay past my shift."

- Jeanne Delie, Fairview Southdale ED nurse and MNA Co-Chair.

How Do Ridges Nurses Compare to MNA Fairview Nurses?

Benefits of Being an MNA Nurse	Fairview Southdale	Fairview Riverside	Fairview Ridges
Guaranteed benefits based on FTE	X	X	
Just cause and progressive discipline	X	X	
Bonus and other differential pay	X	X	
Staffing and scheduling language binding	X	X	
Refuse Unsafe Assignments (without retaliation)	X	X	
Labor Management Committee: Regular meetings with management to address issues such as staffing, patient care, etc.	X	X	
Equal power at the bargaining table	X	X	
No mandatory overtime	X	X	
No mandatory low need for nurses regularly scheduled 64 hours or more per pay period	X	X	
Mandatory low need is capped at 16 hours per year for nurses scheduled less than 64 hours per pay period	X	X	
Job protections including mergers, reduction of beds, and layoff language	X	X	
Protected process for posting of positions	X	X	
Retirement -100 percent employer funded pension plan and 403(b)	X	X	