



Fairview Ridges Nurses are Stronger Together



March 8, 2018

Mandatory overtime

Minnesota Nurses Association members who work at Fairview facilities have used their collective voice to negotiate contract language that protects their licenses by prohibiting forced overtime. MNA nurses who work at other Fairview facilities are able to refuse overtime without being required to provide a reason or fear discipline.

Fairview is unable to force union nurses to work mandatory overtime. Fairview has agreed to legally binding contract language that simply states, "No nurse shall be discipline for refusal to work overtime." (CBA between Fairview Southdale and Riverside and MNA, pg. 6)

If MNA members want to work overtime, it is their choice but they can never be mandated to work overtime. Why doesn't Fairview treat Ridges nurses the same?

Informational meeting

Thursday, March 15th

Apple Valley Community Center,
14603 Hayes Rd, Apple Valley, 55124

Meeting times are 8-10 a.m. and 4- 6 p.m.

For More Information visit: www.mnnurses.org/ridgesnurses or contact Travis Thibodeau at (651) 894-3588 or email Travis.Thibodeau@mnnurses.org or contact Matthew Parris at (651) 202-5832 or email Matthew.Parris@mnnurses.org

Fairview MNA nurses can refuse Overtime

"If you don't stay and work extra, who will take the admission that's coming? There's no one else." Sound familiar?

Nurses at Fairview facilities with MNA contracts don't have to worry about being told that they must work "mandatory" overtime because they have contractual language that allows them to refuse forced overtime.

Study¹ after study² show that unplanned overtime assignments have a high potential to be unsafe. Working more than 10 hours in a given day, when unplanned, results in lower quality of care, higher RN burnout, decreased patient satisfaction, and increased errors.

Additionally, under Minnesota state law³, nurses cannot be disciplined for refusing overtime if, in the nurse's judgment, it would be unsafe for the patient.

Nurses at Fairview MNA facilities are able to refuse overtime for reasons other than patient care. If a nurse has to pick up a child from daycare, has plans already, or is simply too exhausted to continue to work, the union contract affords and protects the ability to refuse overtime.

1. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3786347/>

2. <http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3608421/>

3. MN Statute 181.275 REGULATING NURSES' OVERTIME.