



# Fairview Ridges Nurses are Stronger Together

March 22, 2018

## Reductions in benefits?

Under the National Labor Relations Act, employers are required to negotiate in good faith with unions over mandatory subjects of bargaining such as working conditions, pay, and benefits. Currently, Ridges leadership can unilaterally change your benefits at any time. In 2017, Fairview Ridges announced it was reducing the discretionary base employer contribution to your 403(b) plan from 4 percent to 3 percent.

Under a union contract, you and your co-workers are able to come together to discuss and bargain you benefits. Once there is agreement over benefits like your 403(b), the only way they can be changed is through negotiations where you and your co-workers would have to agree to the changes.



“I believe nurses deserve a voice in decisions that are important to our families and our lives, like retirement. As the skilled professionals providing direct care to patients, we should be at the table making decisions with management. The best way to have security over our retirement is by having a say in our retirement. I support forming a union with the Minnesota Nurses Association.”  
- Shana Wiggins, Ridges Cath Lab RN

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## What to expect

### TRUE or FALSE

If you become part of a union, you can no longer talk directly to your manager or supervisor.

### FALSE

When you're part of a union, you are entitled to union representation in any meeting with a manager or supervisor that you believe could impact your employment. There are no union rules about whether or not you can talk to managers or supervisors.

For more information visit [www.mnnurses.org/ridgesnurses](http://www.mnnurses.org/ridgesnurses) or contact Travis Thibodeau at (651) 894-3588 or [Travis.Thibodeau@mnnurses.org](mailto:Travis.Thibodeau@mnnurses.org); or contact Matthew Parris at (651) 202-5832 or [Matthew.Parris@mnnurses.org](mailto:Matthew.Parris@mnnurses.org).

