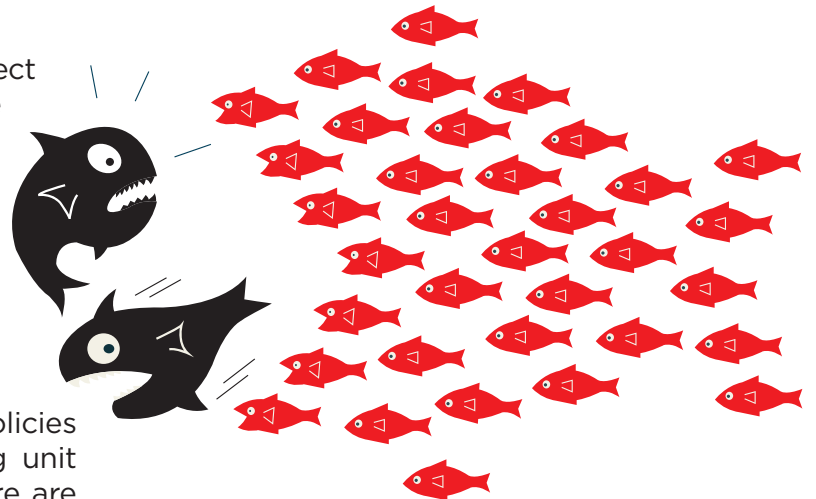# What is a union?

A union is you and your co-workers coming together to advocate for your patients, protect the things you like about your job, and make positive changes at your hospital. When you come together and form a union, you're guaranteed to be able to negotiate a legally binding union contract.

What is a union contract?

A union contract is a guaranteed set of policies and processes specific to your bargaining unit (RNs at Fairview Ridges in this case). There are many things you can use your voice to negotiate over. Some of the most common include: improving **patient care**, ensuring **job security** and developing a process for just discipline, **staffing**, **scheduling**, and **benefits**. Having a Union gives you a stronger voice in working with management to make your hospital a better place to work.

How do we become a union?

Unionizing is a **democratic process**. If nurses would like to move forward, they will begin by building a majority of support, signing "authorization cards", voting in an election, and then negotiating a contract. Nurses will need to hear everyone's voice in this process.

FAQs

What are the cost of dues?

Dues are $67.00 per month and don't start until you and your co-workers ratify a union contract. Would you vote for a contract you don't see the value of $67 per month?

Will I be able to talk directly with my manager if I have a union?

Yes. You can talk directly to your manager if you have a union. MNA representation is used when a member requests a union steward for representation when they believe a meeting could lead to discipline or if they believe there has been a contract violation.

What if Fairview Ridges asks us to give them another chance?

When nurses are coming together to form a union, it's common for hospital management to ask for another chance. In fact, they may make small improvements. Why did it take nurses at Ridges wanting to form a union for changes to happen? What guarantees any changes will stay in place if they are not written into a union contract?

For more information visit:
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