



Fairview Ridges Nurses are Stronger Together



April 5, 2018

MNA members work under a Collective Bargaining Agreement (CBA), commonly referred to as a union contract. A union contract provides many protections and benefits. For instance, it creates a process for protecting nurses' positions during mergers and a clear process for job postings.

When nurses begin the process to form a union questions always arise. Below are common questions and answers.

Q: Do we have to rebid for our jobs if we have a union?

A: No, forming a union doesn't trigger a rebid. **You will keep the position you hold at the time the union is created.** By forming a union, you and your co-workers come together in a fair and equitable process to negotiate a legally binding contract with protections in case Fairview Ridges decides to start a rebid in the future. Only Fairview Ridges can trigger a rebid. Have there been rebids in the past? Was there a transparent and fair process in past rebids? Under a union contract you and your co-workers have the ability to negotiate a process that works for all of you.

Q: Will I have to give up my schedule if we have a union because a more senior nurse wants my position?

A: Forming a union doesn't require you to give up your current schedule. In fact, forming a union protects you so management cannot arbitrarily change your schedule. By coming together with your co-workers, you can create a process for **open** job postings. Seniority is often used in job postings along with skill mix and other qualifications.

MNA INFORMATIONAL MEETING FOR FAIRVIEW RIDGES RNs

Thursday, April 12th
at the Apple Valley Community Center

14603 Hayes Rd, Apple Valley, MN 55124.

Time: 4:00 p.m. to 5:30 p.m.

MERGERS and BUYOUTS DID YOU KNOW?

The number of hospital mergers and buyouts is rising every year, including Fairview's merger with HealthEast.

According to a recent analysis by Kaufman, Hall & Associates, LLC, a strategic and financial consulting firm, "[T]he number of hospital and health system partnership transactions have continued an upward climb in recent years, increasing 55% from 66 announced deals in 2010 to 102 in 2016. . . . While there have been some fluctuations from year to year, the overall trend demonstrates that transactions are on the rise. . ."

As hospitals and health systems continue the trend toward more mergers and acquisitions, stability and consistency in workplace conditions aren't always guaranteed.

Nurses with union contracts are able to have legally binding protections in case a merger or buyout takes place. Unions protect workers during mergers and buyouts.

Hospital Merger and Acquisition Activity Continues Upward Trend, According to Kaufman Hall Analysis, Health System Management, January 24, 2017

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