



Fairview Ridges Nurses are Stronger Together



April 19, 2018

In a union, nurses come together for a seat at the table to negotiate a legally binding contract. This allows nurses to have security in the workplace and to permanently address issues, rather than working in an environment where management makes changes any time they want.

When nurses begin to organize for a voice and a say in their hospitals, management will dangle raises, promises of staffing and scheduling improvements, and other temporary enticements to deter nurses from having voice and say in their hospitals. This is because in a non-union hospital, management can make changes any time they want for better or worse.

Fairview Ridges can offer changes or publicly state they are committed to improving problems nurses have identified, but once the threat of the union goes away there is no guarantee they won't roll back any changes made.

Fairview Ridges has already claimed they are working on or are committed to making changes — that's great! They are listening. Management has emailed RNs to let them know they are improving their Christmas/New Year's pay. PTO eligible direct patient care RNs will receive: "two times your regular pay, plus an option to receive an additional one time your regular pay of PTO matching hours, for a total of up to three times your regular pay." (Fairview Ridges All RN email sent 4/17/18)

Why did it take Fairview Ridges nurses talking about forming a union for decision-makers to implement these changes? Imagine what you and your co-workers could achieve together at the bargaining table.

Upon winning a union election, you and your co-workers will begin bargaining over the terms and conditions of employment from how they currently are in the hospital—meaning you don't start from ground zero. Starting from where you currently are is called the Maintenance of Status Quo.

You May Hear

MNA will make promises they can't keep.

FALSE: The only promise or guarantee MNA will make the nurses of Fairview Ridges is that after nurses vote to unionize they will have a seat at the table with Fairview Ridges decision makers to bargain over working conditions. MNA nurses know that Fairview negotiates with nurses and are able to raise the standards through negotiations.

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; Joel Van Horn at 651-202-9613 joel.vanhorn@mnnurses.org

