



Fairview Ridges Nurses are Stronger Together



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Nurses who belong to MNA negotiate union contracts, or Collective Bargaining Agreements (CBA). A union contract provides many rights, protections and benefits for members. It allows nurses to use their power to collectively bargain improvements to their working conditions.

MNA members at Fairview Southdale and Riverside have bargained contract language that creates a clear and consistent process for job postings. Southdale and Riverside must post open positions internally before advertising them outside the hospitals. This allows current Fairview nurses to have the first opportunity to apply for a job.

According to the Fairview and Riverside contracts:

“If a nursing position is or will be open, the Hospital will post on the bulletin board a notice for a period of at least 7 calendar days before permanently filling the position... the notice shall include a listing of the station unit, the number of shifts per payroll period, the shift rotation, the required qualifications for the position, and the person to whom to apply.” (pg 45, Fairview Southdale and Riverside CBA)

If a regularly scheduled nurse doesn't apply to an open position the hospital will give preference to casual part-time and per-diem nurses before posting the position externally. (pg 45, Fairview Southdale and Riverside CBA)

This process allows current nurses to have first bids on open positions and allows nurses who may want a different shift to be made aware that other shifts are open that they can apply to before external candidates.

Ridges nurses could negotiate that same right by forming a union.

The Union Advantage

At Southdale and Riverside, positions are awarded primarily based on the applicant meeting the required qualifications. If applicants have equal qualifications, seniority is used. (pg 45, Fairview Southdale and Riverside CBA).

Q & A

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

A: 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? Under a union contract you and your co-workers have the ability to negotiate a process that works for all of you.

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

