



# Fairview Ridges Nurses are Stronger Together



June 1, 2018

## ANOTHER UNION WIN FOR RIDGES NURSES

In a May 25 memo, Fairview Ridges management announced the temporary implementation of bonuses for nurses who are willing to pick up additional shifts above their FTEs. Nurses who pick up a pre-scheduled shift can receive a bonus up to \$150. A few questions to ask yourself:

1. Would Fairview Ridges management have offered this incentive if nurses weren't coming together to form a union?
2. Will Fairview Ridges management continue to offer this incentive to nurses in the future if the threat of a union goes away?
3. Did Fairview Ridges management include nurses in crafting this incentive, or did they just roll it out in reaction to nurses coming together to form a union?

**Positive changes are happening at Ridges because nurses are talking about forming a union. What guarantees that these changes will stay in place if there is no union? Imagine what improvements nurses could negotiate if you were part of MNA!**

**For More Information visit:** [www.mnnurses.org/ridgesnurses](http://www.mnnurses.org/ridgesnurses) or contact Travis Thibodeau at (651) 894-3588 or email [Travis.Thibodeau@mnnurses.org](mailto:Travis.Thibodeau@mnnurses.org) or contact Matthew Parris at (651) 202-5832 or email [Matthew.Parris@mnnurses.org](mailto:Matthew.Parris@mnnurses.org); Joel Van Horn at 651-202-9613 [joel.vanhorn@mnnurses.org](mailto:joel.vanhorn@mnnurses.org)

## The Union Advantage

When census is high at Southdale and Riverside, MNA nurses are able to work with management to create incentives for nurses to pick up extra shifts instead of forcing nurses to take mandatory overtime. What would it be like if nurses at Ridges could negotiate a contract where you had a say in scheduling and staffing?

### Q & A

**Q: Will Fairview ever see the authorization cards that Ridges nurses sign or receive a list of Ridges nurses who have signed a card?**

**A:** No. MNA will never provide authorization cards to Fairview Ridges. These cards are legally required to file for a union election and nothing else. You should only fill out an authorization card if you support forming a union.

**Q: Can I get fired or disciplined for supporting a union?**

**A:** Fairview cannot legally fire or discipline you for union-related activities. Your right to form a union is protected by federal law under Section 7 of the National Labor Relations Act. If you believe management is retaliating against you or a co-worker, contact:

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**Matthew Parris** at 651-202-5832  
**Joel Van Horn** at 651-395-9613

