



# Fairview Ridges Nurses are Stronger Together



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When nurses come together to form a union and negotiate a contract with their hospital, they are able to create a fair and transparent process for staffing and scheduling. How many days in a row a nurse can be scheduled, weekend rotations, how often a nurse can be mandatory low-needed, and how nurses are mandatory low-needed are examples of what can be locked into a contract.

When nurses negotiate a contract with management, they can set a cap on how many hours a nurse can be mandatory low-needed. Fairview Southdale and Riverside nurses have a contract that prevents part-time nurses from being low-needed more than 16 hours, and nurses who are scheduled 64 hours regularly are not low-needed (pg 38-39, Fairview Southdale and Riverside CBA).

Nurses can also negotiate a process that has to be followed before nurses are mandatory low-needed. That process can include but not be limited to:

1. Asking for volunteers to be low-needed.
2. Asking for volunteers to float to another unit they are oriented or otherwise qualified.
3. Low-needing traveling nurses.

If the hospital doesn't follow the contract, nurses have a process to address the problem in what is known as a grievance.

**When it comes to scheduling and staffing decisions, do Fairview Ridges nurses have a voice in the process? Does Fairview management always follow the rules that they've created? If they don't follow the current guidelines, do nurses have a process in which they can address the problem?**

**For More Information,** visit [www.mnnurses.org/ridgesnurses](http://www.mnnurses.org/ridgesnurses) or contact Matthew Parris at (651) 202-5832, [Matthew.Parris@mnnurses.org](mailto:Matthew.Parris@mnnurses.org); Chris Bublitz at (651) 233-6632, [chris.bublitz@mnnurses.org](mailto:chris.bublitz@mnnurses.org); or Joel Van Horn at 651-202-9613, [joel.vanhorn@mnnurses.org](mailto:joel.vanhorn@mnnurses.org)

## Traveling Nurses

Traveling nurses employed through the company Medical Staffing Network enjoy a contract that guarantees them pay and benefits when they sign up to work at a hospital. Traveling nurses through Medical Staffing Network (which works with Fairview when they request traveling nurses), can start at \$51 an hour, plus retirement and health insurance to work in a hospital. They are also guaranteed their pay even if they are called off.

**Does Fairview prioritize its own nurses over traveling nurses? Why do traveling nurses have more security in their work at Ridges than permanent nurses who've worked at Fairview for years?**

## The Union Advantage

At Southdale and Riverside, the contract nurses have negotiated with Fairview states "temporary nurses shall be used only as a supplement to and not in lieu of Hospital registered nursing staff." (pg 97, Fairview Southdale and Riverside CBA). Do nurses at Ridges have that same security?

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