



What MNA Southdale and Riverside nurses locked into their contract through negotiations

1. Discipline Language

- ✓ **Weingarten Rights**
(your right to request union representation if you are being disciplined or are in a meeting that could lead to discipline)
- ✓ **Just Cause**
(The principle that the employer must have a fair reason to legitimately discipline a worker)
- ✓ **Progressive Discipline**
(Provides a fair and equal process of disciplining workers across the entire unit)

2. Grievance Language

(The process used to hold management accountable when they don't follow the contract)

3. Scheduling Language

- ✓ No working all 3 shifts
- ✓ Rotating RN not work > 50% off-shifts
- ✓ Weekend scheduling program
- ✓ 12 hours between shifts
- ✓ 8-hour, 10-hour, 12-hour, 8/12 combo schedules
- ✓ >15 years holiday exemption
- ✓ No more than 3 consecutive 12-hour days (4 with a holiday)
- ✓ School schedule accommodation
- ✓ Confirmed work agreement
- ✓ Post-schedule vacation
- ✓ Increase in part-time hours
- ✓ Open shift and can work language
- ✓ >10 years, shift of choice
- ✓ Hours reduction language

4. What other benefits have nurses negotiated with Fairview?

- ✓ Sick & Vacation Bank
- ✓ Sick/Vacation Accrual
- ✓ Benefit eligibility at .4 FTE
- ✓ Staffing Grid Review
- ✓ Unit Closure Language
- ✓ Reimbursement for education
- ✓ Orientation Language
- ✓ Longevity Bonus
- ✓ On-Call minimum 4 hours paid
- ✓ Nurse Voice in Workplace
- ✓ Unscheduled Weekend Bonus
- ✓ Workplace Safety and Violence Prevention
- ✓ Leave of Absence Language
- ✓ No mandatory overtime
- ✓ Internal Job Postings Window
- ✓ Vacation Carry-over/Payout
- ✓ Right to refuse unsafe assignment