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

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