



## Fairview Ridges Nurses are Stronger Together



**August 17, 2018**

MNA members at Fairview Southdale and Riverside have bargained contract language that allows nurses to address staffing issues through grid reviews. This allows nurses to have input on the staffing of their unit.

According to the Fairview and Riverside contracts:

“Staffing grids will not be changed downward unless evaluated by a team. The team evaluating the staffing grids will be composed of staff nurses, the Minnesota Nurses Association co-chairs or designee, the nurse manager, the director of nursing, and other appropriate nursing leadership individuals... In evaluating staffing grids or patterns, it is the intent and desire to reach mutual agreement about appropriate staffing. Absent mutual agreement changes shall not be implemented prior to utilizing the mediation resolution process...There will be a quarterly report for each unit regarding overtime, casuals, agency use, sick leave, vacation, leave of absence and unfilled shifts.” (pg. 53, Southdale and Riverside CBA).

What tools do Ridges nurses have to deal with staffing levels? Are you able to shape current staffing levels?

Ridges nurses could negotiate the same rights other nurses have in the Fairview system by forming a union.

### Q & A

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

**A:** No. 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](http://www.mnnurses.org/ridgesnurses) or contact Travis Thibodeau at 651-894-3588, [Travis.Thibodeau@mnnurses.org](mailto:Travis.Thibodeau@mnnurses.org) or Matthew Parris at 651-202-5832, [Matthew.Parris@mnnurses.org](mailto:Matthew.Parris@mnnurses.org) or [Joel.Vanhorn@mnnurses.org](mailto:Joel.Vanhorn@mnnurses.org)