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.

For More Information Visit: www.mnnurses.org/ridgesnurses or contact Travis Thibodeau at 651-894-3588, Travis.Thibodeau@mnnurses.org or Matthew Parris at 651-202-5832, Matthew.Parris@mnnurses.org or Joel.Vanhorn@mnnurses.org