



Fairview Ridges Nurses are Stronger Together



September 4, 2018

Nurses at Fairview Ridges continue to be low-needed at higher rates than contract nurses across the metro. Despite nurses bringing this issue to Fairview management, changes have not been made to reduce the amount of time nurses are being mandatory low-needed. Here are some common questions nurses have about low-need in a contract facility:

“Will you be forced to float to other units?”

At Fairview Southdale and Riverside, if census is down, you may be asked to float to another unit. If you feel you are not properly trained to go to that unit, you have a right to refuse that assignment. A nurse who works in the NICU shouldn't be asked to work on a Medical Surgical Unit, and if they did get asked, that NICU nurse would be well within their rights to refuse the assignment if they felt they were not properly trained and oriented to that specific unit.

“Will Nurses who like to be low-needed still be able to be low-needed?”

In a contract hospital, nurses who like being low-needed can volunteer when a low-need situation arises. The mandatory low-need cap creates a limit of how many hours Fairview Ridges would be able to force a nurse into being low-needed. Fairview Southdale and Riverside nurses bargained contract language that prevents part-time nurses from being low-needed more than 16 hours, and nurses who are scheduled 64 hours regularly are not forced to be low-needed at all (p 38-39, Fairview Southdale and Riverside Collective Bargaining Agreement).

When it comes to staffing decisions, do Fairview Ridges nurses deserve a voice in the process?

Why is Fairview treating Ridges nurses differently than Southdale and Riverside nurses?

How would low-need and other staffing issues be different if nurses had a voice in the decision-making process at Fairview Ridges?

Who is MNA?

The Minnesota Nurses Association is more than 22,000 nurses throughout Minnesota, Iowa, and Wisconsin, who devote their time to advocating for their patients, profession, and fellow nurses. Decisions about your workplace are made by you and your co-workers. MNA is a vehicle for advocacy at your hospital. MNA is a member-led union that uses democracy at every level. The MNA Board of Directors is comprised of members who work at hospitals represented by MNA and are elected by members. Our union is made up of thousands of nurses like you — standing together to make a difference for their profession and patients.

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

