



Fairview Ridges Nurses are Stronger Together



November 29, 2018

When nurses form a union, they have a voice in negotiating fair benefits and working conditions like mandatory low-need caps. Nurses at Fairview Ridges continue to be mandatory low needed at higher rates than contract nurses across the metro. How would you like to address mandatory low needing? A union would give you a voice.

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 or more regularly are not forced to be low needed at all (p 38-39, Fairview Southdale and Riverside Collective Bargaining Agreement).

How Much Is Low Needing Costing You Each Year?

Hours of Low Need	16 Hours	48 Hours	80 Hours	120 Hours
1st Year Nurse (\$33.38/hr)	\$534.08	\$1602.24	\$2,670.40	\$4,005.60
10 Year Nurse (\$47.35/hr)	\$757.60	\$2,272.80	\$3,788.00	\$5,682.00
20 Year Nurse (\$50.58/hr)	\$809.28	\$2,427.84	\$4,046.40	\$6,069.60
Fairview Southdale and Riverside RNs				
MNA Nurses Below .80 FTE				
1st Year Nurse (\$33.38/hr)	\$534.08	\$0.00	\$0.00	\$0.00
10 Year Nurse (\$47.35/hr)	\$757.60	\$0.00	\$0.00	\$0.00
20 Year Nurse (\$50.58/hr)	\$809.28	\$0.00	\$0.00	\$0.00
MNA Nurses .80 FTE and Above	\$0.00	\$0.00	\$0.00	\$0.00

Wages are based on MNA Southdale/Riverside contract
 MNA Southdale/Riverside nurses who work less than 0.80 FTE have a mandatory low need cap of 16 hours
 MNA Southdale/Riverside nurses who work 0.80 FTE and above are not mandatory low needed

Q & A

Q: I like to be low needed, does this mean I can't be low needed?

A: No, nurses can still be low needed if they choose to or volunteer to be low needed. This protection addresses nurses being mandated or forced to be low needed.

Q: When was the last time Fairview Ridges decision makers discussed with you how mandatory low needing has impacted you and your family's life?

For more information visit: www.mnnurses.org/ridgesnurses or contact Travis Thibodeau at 651-894-3588, Travis.Thibodeau@mnnurses.org; Matthew Parris at 651-202-5832, Matthew.Parris@mnnurses.org; Joel Vanhorn at 651-395-9613, Joel.Vanhorn@mnnurses.org

