



# Fairview Ridges Nurses are Stronger Together



**December 13, 2018**

MNA nurses who work at Fairview Southdale and Riverside have received triple time pay for working on Christmas Day for years (Fairview Southdale/Riverside CBA, pg. 23). This is because nurses at Fairview Southdale and Riverside are able to negotiate a union contract that Fairview must follow.

Why did it take Ridges nurses talking about forming a union for you and your co-workers to get paid more on Christmas? Imagine what other benefits you and your co-workers could improve at Fairview Ridges if you were able to negotiate a union contract.

## Fairview Southdale/Riverside Paid Holidays

Nurses who work at Fairview Riverside and Southdale receive the following holidays:

New Year's Day (2.5x times pay),  
Labor Day,

Thanksgiving Day,  
Christmas Day (3x pay),

Full time nurses receive three personal  
floating holidays each contract year

No holiday work required for  
15-year nurses

Scheduling	Other benefits nurses have negotiated with Fairview
<ul style="list-style-type: none"> <li>• No working all three shifts</li> <li>• 12 hours between shifts</li> <li>• No more than three consecutive 12-hour days (four with a holiday)</li> <li>• Post-schedule vacation</li> <li>• Fewer than 10 years: shift of choice</li> <li>• Hours reduction language</li> <li>• Rotating RN not working: 50% off-shifts 8-hour, 10-hour, 12-hour, 8/12 combo schedules</li> <li>• School schedule accommodation</li> <li>• Increase in part-time hours</li> <li>• Weekend scheduling program</li> <li>• 15 years holiday exemption</li> <li>• Confirmed work agreement</li> <li>• Open shift and can work language</li> <li>• 16 hours mandatory low-need cap for nurses who work less than .8FTE</li> <li>• No mandatory low-need for nurses who work .8FTE or more</li> </ul>	<ul style="list-style-type: none"> <li>• Sick &amp; Vacation Bank</li> <li>• Staffing Grid Review</li> <li>• Orientation Language</li> <li>• Nurse Voice in Workplace</li> <li>• Leave of Absence Language</li> <li>• Vacation Carry-over/Payout Sick/Vacation Accrual</li> <li>• Unit Closure</li> <li>• Language Longevity Bonus</li> <li>• Unscheduled Weekend Bonus</li> <li>• No mandatory overtime</li> <li>• Right to refuse unsafe assignment</li> <li>• Benefit eligibility at .4</li> <li>• FTE Reimbursement for education</li> <li>• On-Call minimum 4 hours paid</li> <li>• Workplace Safety and Violence Prevention</li> <li>• Internal Job Postings Window</li> </ul>

**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), Matthew Parris at 651-202-5832, [Matthew.Parris@mnnurses.org](mailto:Matthew.Parris@mnnurses.org) or Joel Van Horn at 651-395-9613, [Joel.Vanhorn@mnnurses.org](mailto:Joel.Vanhorn@mnnurses.org)