



AN UPDATE FROM YOUR FAIRVIEW BARGAINING TEAM

RECAP

It took 8 bargaining sessions and over 300 nurses showing up for Fairview to agree to proposals regarding workplace violence (WPV) and a process for LMS. Two issues Fairview repeatedly indicated wouldn't make sense to address in your contract.

What we won for WPV includes the following:

- Nurses hurt at work get paid without using their own benefit time for up to 3 days before Worker's Comp is available
- Providing more language to use for unit assessments, debriefs, and nurses with tools to deescalate patients.

For LMS we were able to have Fairview acknowledge that patient care takes precedence over LMS and our contract now has specific language providing for a structured plan to complete LMS that prioritizes patient care over mandatory education.

What's Happening at Other Hospitals

We know that the metro employers are working together, each wage proposal and workplace violence proposal are identical. Their tactics are in place to anger and split a unified 13,000. What we need to remember is that our pensions and insurance were not a part of this contract year. However, employers have signaled through annual open enrollments that our insurance will have to change and the pension "has issues that need to be discussed in the future". Some of our brothers and sisters at other hospitals are being held up by their employers with statements like, "We will give you workplace violence language if you drop all of your other proposals". Further, some haven't even gotten an initial wage proposal as their employer won't submit one until they agree to drop everything else. A strong picket can show all metro nurses are standing in solidarity for contracts that raise the standards for all nurses.

WAGES

Your nurse team was willing to drop other important issues like staff access and grid reviews if Fairview was willing to give a strong wage cost of living increase. Your team has dropped down 9% from our initial wage proposal, while Fairview has increased their wage proposal by a total of 1.0%. With Fairview's lack of movement your team believes future bargaining sessions may look to address grid reviews, staff access and wages as individual issues.

Fairview pays 4 employees: 2 surgeons, the CFO, and the Sr. Operating Executive \$5.6 million dollars a year! (These are 2017 dollars, probably higher now). **This figure is comparable to the difference in wage percentage from 2%/2%/2% to 3%/3%/3% for 2,500 nurses over three years.** Appalling, 4 people are valued more than 2,500. Your team's last wage proposal was 3% 3% 6%. We are not asking for millions of dollars in individual salaries, only an increase that pulls the nurses up from a 3% decline in wages in the last 10 years. Fairview continues to ignore this reality. You won WPV and LMS improvement because nurses showed up. Initially, Fairview was uninterested in bargaining over those issues, but your collective action allowed you to win on those issues.

Our highest yearly cost of living increase in the past decade has been 2%. We've fallen behind in the past decade while Fairview has made nearly a billion dollars. Expect Fairview to communicate information that favors their position. They have been able for a decade to pay no more than 2% in raises and their goal is to keep your increases low. We believe it is time to close the gap! We believe we can only close the gap and raise the standards by having a successful picket. **Can you join us on the picket line?**