



MNA NURSES RAISING STANDARDS TOGETHER



MAY 31, 2019 HAS COME AND GONE: NOW WHAT?

Nurses should know that despite the fact the MNA contract with Fairview is expired the current provisions of the contract will remain in place until we reach a new agreement. **We will be bargaining again with management on Friday, June 7, 2019 at the Doubletree by Hilton Bloomington—nurses are invited to come beginning at 8:30am.** We hope Fairview saw your nurse strength on the picket line May 29th and comes to the table ready to negotiate!

Fairview hasn't come to negotiate thus far. These contract negotiations have become, to a large extent, about dignity and respect. Fairview has recovered financially over the last ten years, while nurses continue to fall further behind. Instead of shelling out millions of dollars in investments in acquisitions and growth, Fairview needs to invest in their nurses. **Fairview needs to close the gap!** Nurses know that despite the picture they prefer to paint, Fairview is doing well, and as we've stated all along, **Fairview can do better!** Instead of recognizing the value of Fairview nurses, they continue to offer wage proposals that widen the wage gap for MNA nurses—2.5% in 2019, 2% in 2020, and 2% in 2021.



Fairview has continued to insist on only speaking about wages and not addressing any other proposals. While we still have a lot on the table, including staffing grid improvements, a critical illness pool, and MNA staff access, your MNA Negotiating Team has been willing to set those aside for a fair wage increase. **If Fairview isn't willing to offer dignity and respect through a wage increase, then your MNA Negotiating Team may need to consider more discussion around all of our remaining proposals.**

Other Hospitals across the metro have chosen a similar tactic and are refusing to come to table serious about the proposals nurses have prioritized, including wages. North is fighting for education and fair wages. Children's is fighting for affordable insurance and fair wages. HealthEast is fighting for unit closure and fair wages. Methodist is fighting for fair wages. Allina is fighting for health insurance protections and fair wages. Your team is fighting for a fair wage increase. We believe that there are more things for all of us to gain.

Do nurses deserve a wage increase that closes the wage gap?

For more information, please go to the negotiations page of the MNA website All Union and Employer proposals and proposal summaries can be found here by the end of the next business day: <https://mnnurses.org/news/2019-negotiations/>