



CLOSING THE GAP

It's time Fairview invested in Nurses!

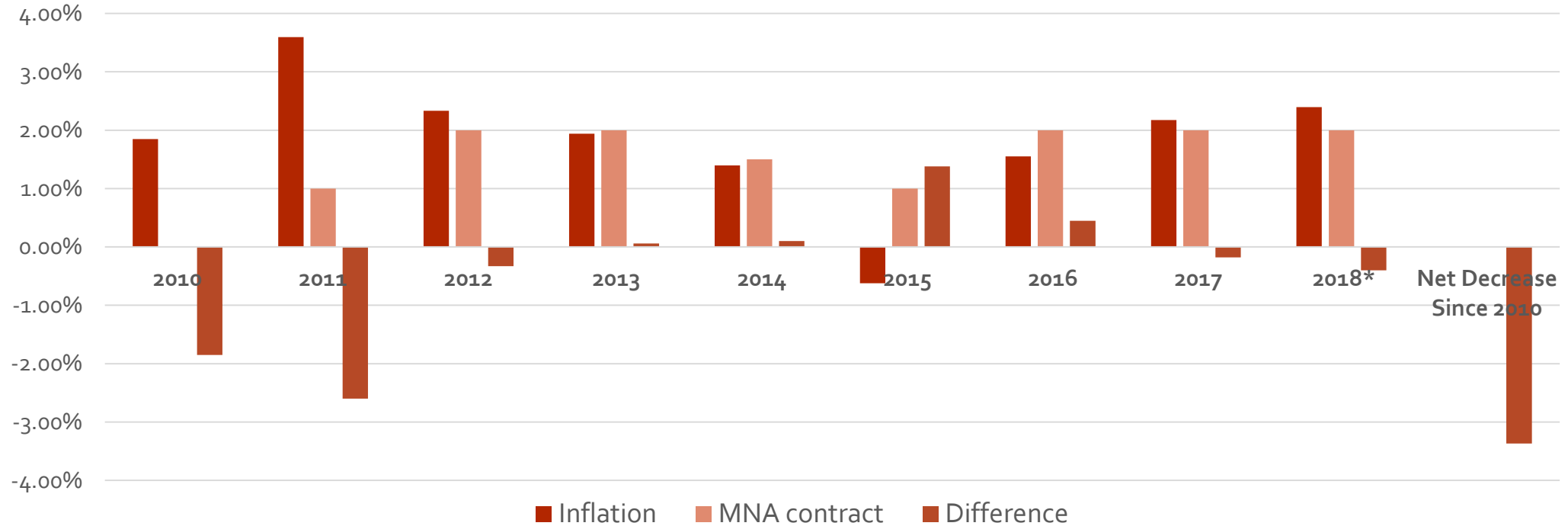
June 2019

BARGAINING UPDATE:

- 10th bargaining session on Friday, June 7th
 - 8:30 AM at DoubleTree Hotel Bloomington
- It took 8 sessions to win on Workplace Violence (WPV) and LMS with over 300 nurses showing up
 - FV originally said they were not interested and that these things weren't needed in your contract
 - Nurses showed up and won
- Nurses need to continue to stay engaged through the end of negotiations to get a fair contract. Even if FV can offer you more, they won't without nurses pushing them

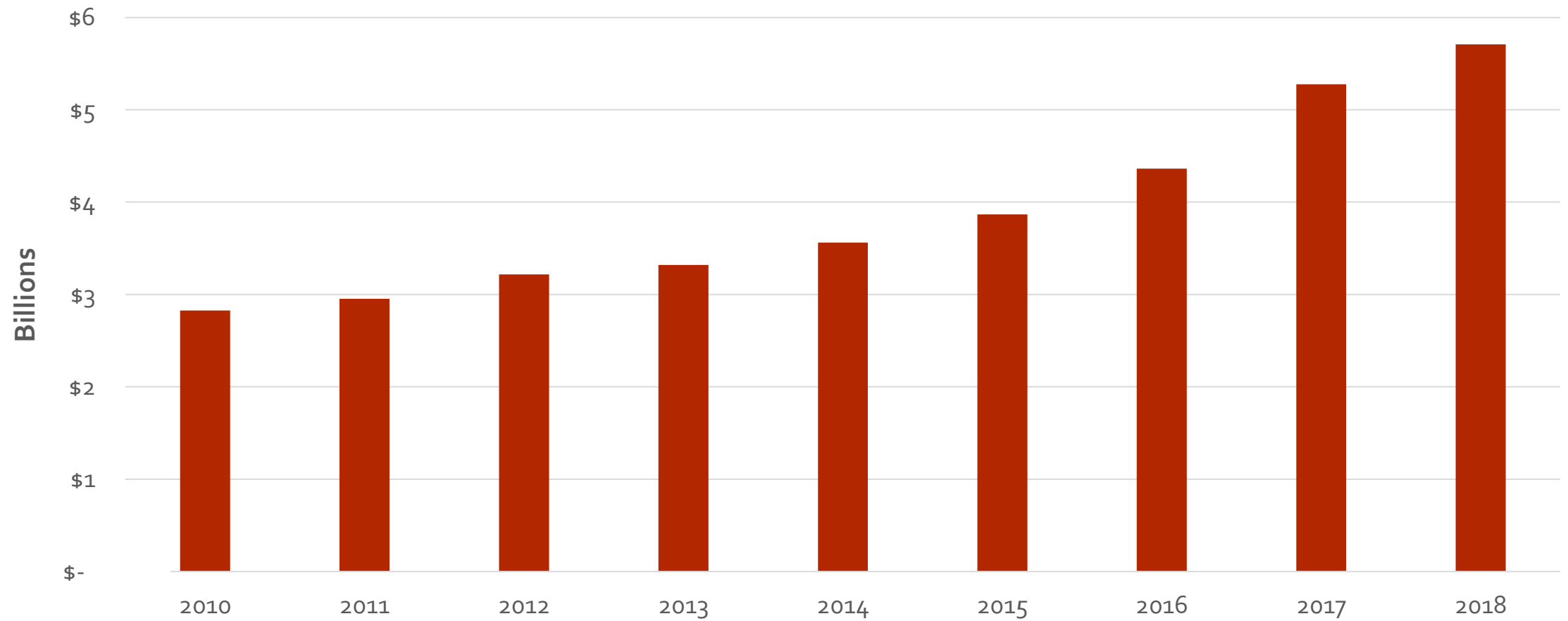
NURSE WAGES FALL BEHIND: 2010-2019

MNA Nurse Metro % Increases vs Inflation

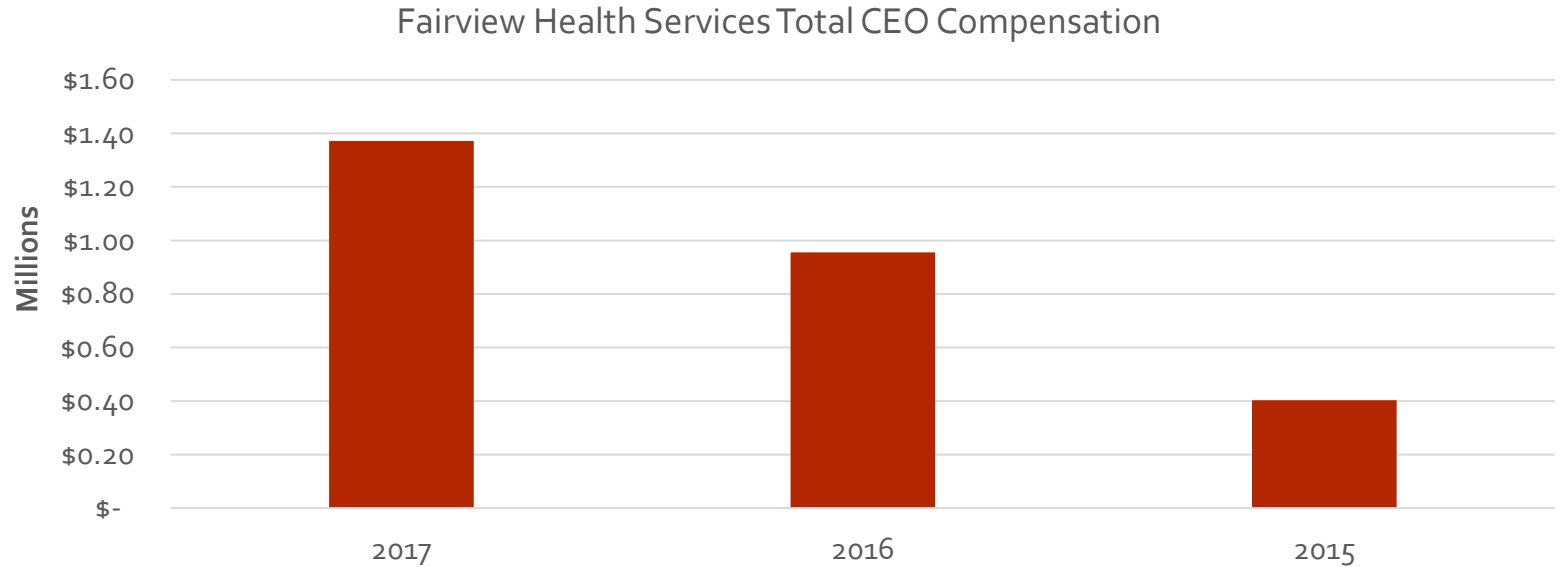


AS FAIRVIEW'S REVENUE GROWS

Fairview Revenues, 2010-2018



FAIRVIEW CEO PAY



4

Fairview Health Services

Fairview Health Services (fairview.org) is a Minneapolis-based nonprofit health system driven to heal, discover and educate for longer, healthier lives.

Healthcare | 2017 ranking: **6** ↑ | Minneapolis | fairview.org | [Footnotes](#) ▼



\$5.6B in revenue

62% ↑ change from 2017

\$5.2B in expenses

\$456.9M in excess



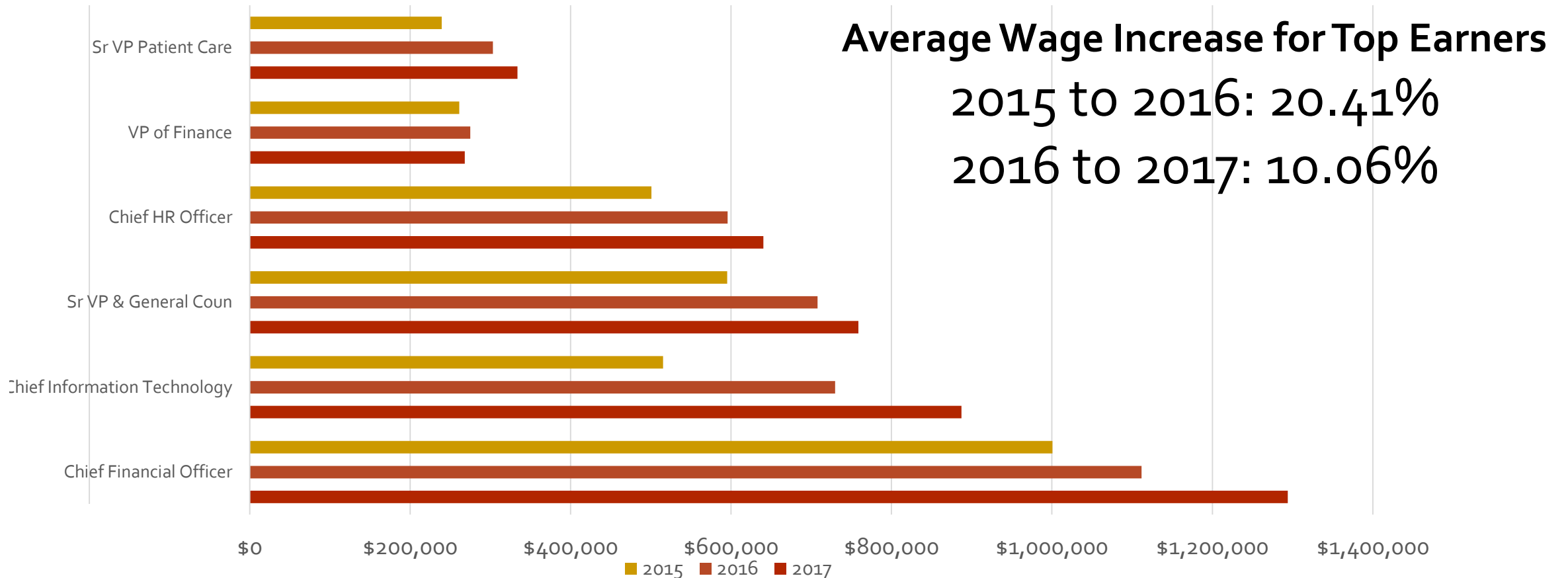
James Hereford

President & CEO

\$1.4M in compensation

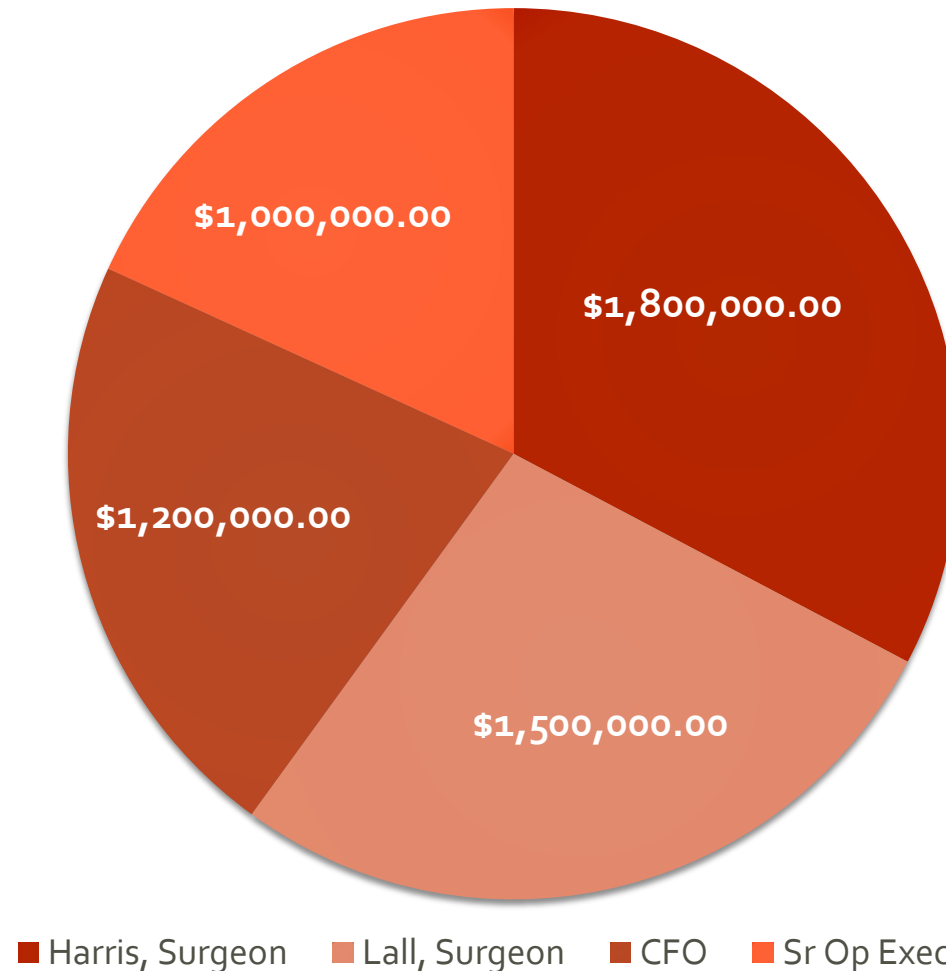
0.03% of expenses

FAIRVIEW WAGE INCREASES AT THE TOP



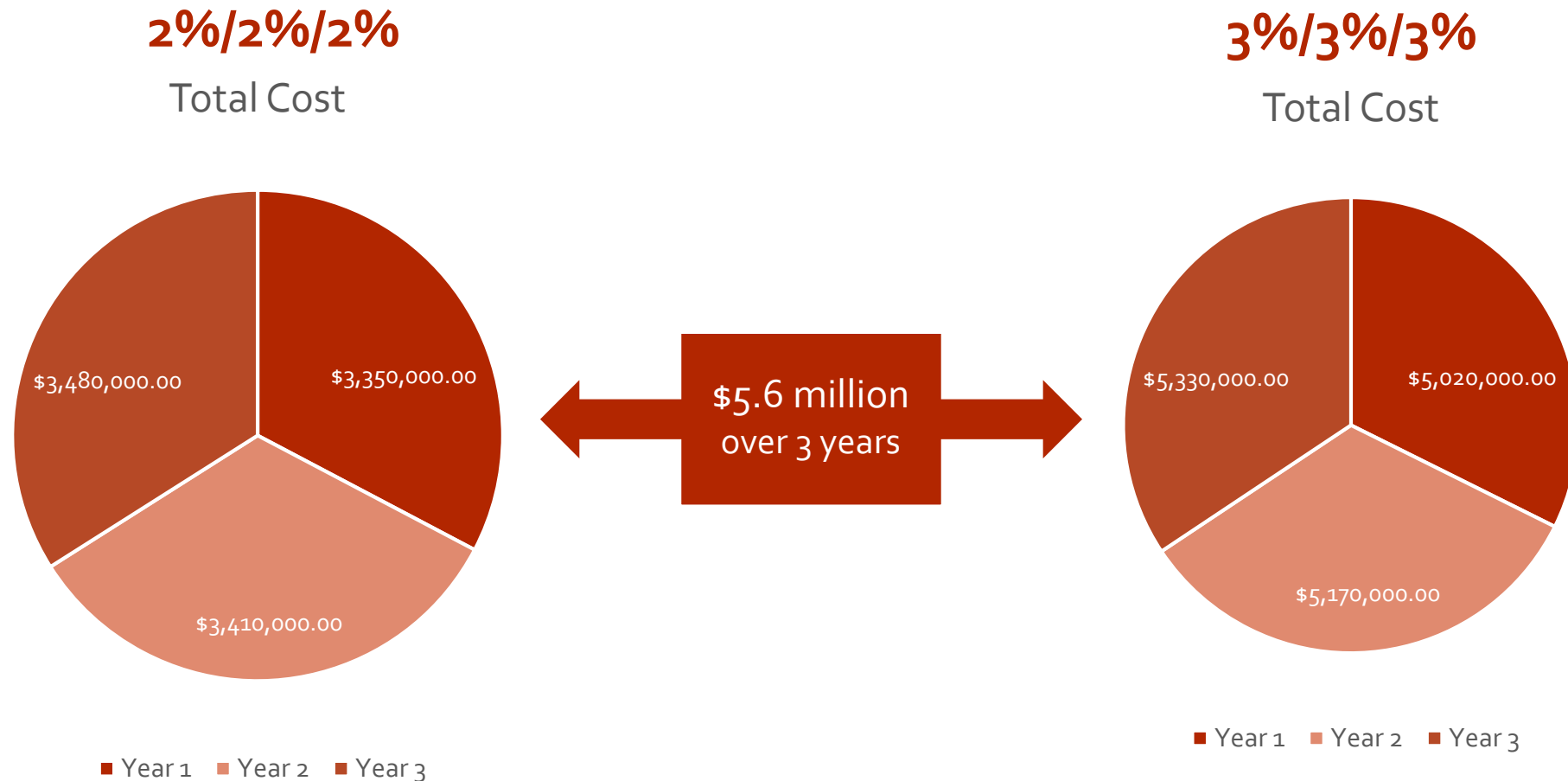
2017 Fairview Executives Pay

4 executives earned \$5.6 million



**\$5.6 million =
total salary of
4 employees!**

The Difference Between 1% Each Year for 2,500 nurses



NURSES CONTRIBUTE TO FAIRVIEW'S FINANCIAL SUCCESS

- ✓ Since 2010, Fairview made nearly **\$1.5 billion** in "profit" (\$1,427,827,000)
- ✓ Since we last negotiated, Fairview has made almost **\$700 million** in "profit" (\$698,168,000)
- ✓ In 2017, Fairview saw profits of **\$456.9 million**



UPDATE ON METRO PROGRESS

Children's

- Management has made some movement but continues to ignore their main issue of rising insurance premiums
 - Nurses are paying \$840 a month to insure their families
- Management continues to move slowly on their wages

North Memorial

- Management has continued to offer sub-par raises
- Management has tried to require nurses to give up all their proposals for the same workplace violence contract language you won at the table

Update on Metro-wide Progress

Methodist

- The MNA bargaining team was the first to win on Workplace Violence
- MNA won some other issues the nurses care about
- Management continues to offer sub-par wages

HealthEast

- Management has held unit closure language hostage by requiring the nurses to drop all their proposals to win it (HealthEast is the only metro hospital without unit closure in the contract)
- Management told nurses they need to see what Fairview gets for wages
- Management tried to turn this into wages only negotiations

Update on Metro-wide Progress

Allina (Abbott, Mercy, United, Unity)

- Has tried to turn this into negotiations about WPV and wages only
- After the first day they said no to all of the nurses' proposals
 - Management continues to ignore their proposals
- Continues to show they aren't serious about the nurses concerns or the bargaining process

**MNA Nurses
want a fair
and equitable
contract that:**

Addresses the sacrifices nurses make on behalf of Fairview

Recognizes the economic value of nurses' work as professionals

Shows nurses the respect and dignity they show patients everyday
