



MNA NURSES RAISING STANDARDS TOGETHER



JUNE 14, 2019 UPDATE—WHEN WILL FAIRVIEW GET SERIOUS ABOUT BARGAINING?

Recap: Our Last Bargaining Session

Your MNA Negotiating Team continues to work hard to secure a deal that would include a fair wage increases over the next three-year contract for 2,500 nurses. The team engaged in “off the record” conversations with a federal mediator in an attempt to reach a deal. We told Fairview that our nurses believe that a 3% cost of living wage increase in each contract year was a fair deal. In our "off-the-record" conversations, which are not official positions, Fairview came to 7.5% across three years. In something never seen before, the mediator, who is meant to be impartial, allowed Fairview management to ambush your MNA negotiating team with a new proposal that was **worse**, only 7% total over 3 years, than what the employer indicated it could offer in an off-the-record conversation.

What Does a Fair Wage Increase Cost?

The difference between Fairview’s most recent offer of 2.5%, 2.5%, and 2% versus 3% in each year is roughly \$3.5 million dollars over the course of three years. To put that in perspective, the combined 2017 salaries for James Hereford, Fairview’s President and CEO; the Fairview Chief Financial Officer; and the Fairview Senior Operating Executive, totaled \$3.7 million dollars. We also know based on Fairview’s 2017 tax reporting that their dues to the Minnesota Hospital Association topped \$700,000. We believe the money that Fairview spends lobbying against staffing ratios and supporting anti-union legislation could be better spent on a wage increase that truly values nurses.

Fairview Is Breaking the Law

We have filed multiple unfair labor practice charges against Fairview for violating the National Labor Relations Act over the past few weeks. They are blatantly violating the law in hopes that it prevents nurses from asserting their union rights and from reaching a fair contract settlement. If you believe Fairview has interfered with, restrained, or coerced you or your coworkers from engaging in union activity, please document who was present, when it happened, and where it happened, and contact your MNA Negotiating Team or MNA staff as soon as possible.

What’s Next?

We are conscious of what is happening across the metro and are not in a hurry to settle for a substandard wage offer. Yesterday, Children’s nurses voted to authorize their bargaining team to call an unfair labor strike, to try to force management to stop ignoring nurses’ main issue of rising insurance premiums. Other systems are scheduling bargaining dates and may call for a unfair labor practice strike votes soon. A good settlement at these systems could help to force Fairview back to the table with a wage offer that helps close the gap. Your negotiating team does not anticipate wages holding up a contract settlement, but we are also still negotiating, and management has stated that there is more out there.

We are hopeful that we can bring you back an offer that we can recommend. Each MNA bargaining unit is its own legal entity and nurses in each bargaining unit would have to vote by two-thirds majority to authorize your MNA Negotiating Teams to call for a strike.

Your MNA Negotiating Team is scheduled to go back to the table to bargain with **Fairview on Tuesday, June 18th at the DoubleTree in Bloomington. Nurses are invited to attend beginning at 8:30am.** After the tricks management and the mediator played at our last bargaining session, your team has already told Fairview and the mediator that we will only be meeting face-to-face to bargain.

How much are you worth?

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/>