



MNA NURSES RAISING STANDARDS TOGETHER



June 18, 2019

Bargaining Summary: Collective Power Wins!

Following another long negotiating session today your bargaining team reached a tentative contract agreement with Fairview management that includes a wage increase of 3% of contract year one, 3% of year two, and 2.25% in year three. This is your largest wage increase in over a decade!

Your Negotiation Team, together with Fairview Management, recommends a **“YES”** vote to accept latest contract proposal.

It is important to remember that these wins were in no way handed over or won by having the best arguments at the bargaining table (which we know your team had) but they were achieved by nurses showing up, staying engaged and demanding more from management. This hard-fought journey began with all of you rejecting the wages only offer that the hospitals wanted and opening your contract for fair negotiations for the first time since 2010. Then you came together with thousands of nurses in the metro to deliver a solidarity petition to management on the first day of bargaining. You flooded the voicemails of management, packed the room repeatedly, showed up to dozens of weekly meetings and recruited hundreds of nurses for a successful informational picket. It was all of this—2,500 Fairview nurses—along with 13,000 metro nurses demonstrating your collective power that won all of this.

Moving forward we need you to continue to show up to show your power. You are MNA!

The overall tentative agreement includes the following:

- **Workplace Violence Prevention:** Up to 3 days of pay if hurt at work, and yearly training for all nurses.
- **Mandatory education:** New contract standards outlining when nurses will complete mandatory education and clearly stating that patient care is a priority over mandatory education.
- **14 New members added to your bargaining unit!** 14 Cath Lab nurses at Southdale organized and overwhelmingly voted to join the union over a year ago. Today we were able to reach an agreement to bring 14 new members into your contract.
- **Wage Increases:** A 3% wage increase retroactive to pay period closest to June 1, 2019; 3% beginning pay period closest to June 1, 2020; 2.25% beginning pay period closest to June 1, 2021.

We will be voting to ratify the contract on Monday, June 24, 2019 from 7:30 am until 7:30 pm.

More details will follow shortly.

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/>