



The Minnesota Nurses Association will agree to the following, if the Employer agrees to **MNA Proposal 3** regarding **4. SALARY, F. Confirmation of Work Agreement:**

ER 1 (Throughout):

MNA agrees to replace the University of Minnesota Medical Center, Fairview—Riverside Campus with the University of Minnesota Medical Center, Fairview—West Bank wherever that name is used in the contract.

ER 6 (Section 6, E. Casual Part Time):

MNA agrees to update the casual hours requirement by replacing ninety-six (96) hours with one hundred and ninety-two (192) hours, so that the language will read:

E. Casual Part-Time:

There shall be established and maintained within each Hospital, a pool of casual part-time nurses employed by the Hospital to be utilized to supplement the full and regularly scheduled part-time staff. A casual part-time nurse shall be called or scheduled to work in a manner mutually agreeable between the nurse and the Hospital. A casual part-time nurse is not assured the availability of work on a regular continuing basis, but a casual part-time nurse is not obligated to report to duty each time she or he is requested to work. Casual part-time nurses may be assigned a station unit or may be utilized to float among station units.

In order to maintain casual part-time status, casual nurses are required to work a minimum of ~~ninety-six (96)~~ one hundred and ninety-two (192) hours per contract year (June to May). Up to 16 of those hours may be used for required education. Any low-need or shift cancelled by the Hospital counts toward the annual minimum. The ~~ninety-six (96)~~ one hundred and ninety-two (192) hour requirement shall be prorated for employees starting casual status mid-year and the obligation will be waived for the year of a nurse's retirement. The minimum requirement shall be prorated in the case of an authorized leave of absence. Shifts worked for another nurse count toward the minimum requirement.

~~Beginning January 1, 2008, in order to maintain casual part-time status, casual nurses are required to work a minimum of 192 hours per calendar year.~~

If a nurse transfers to a casual part-time nurse status, she or he shall accrue no additional vacation or sick leave benefits. Such benefits or credited time toward these benefits shall be maintained on the nurse's record and restored to the nurse at such time as she or he transfers back to full-time or regularly scheduled part-time status. Casual part-time nurses shall receive

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Minnesota Nurses Association
2019 Negotiations
Fairview Health Services
April 2, 2019
Time: _____

salary increments as described in the attached Salary Charts on the basis of one (1) year's service for each two thousand eighty (2080) compensated hours.

A casual part-time nurse shall receive a fifty dollar (\$50) bonus for each holiday the nurse agrees to work in excess of four (4) in a calendar year.

A casual part-time nurse shall be given a minimum of two (2) hours advance notice of the cancellation of any shift of work for which the nurse has agreed to work.

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