

***Fairview Southdale Hospital and the University of Minnesota Medical Center, Fairview –
West Bank - Mandatory Low Need and Sick Leave Counterproposal***

April 16, 2019

The Hospitals agree to withdraw our proposal on Section 6 E and modify our proposal on Section 14 D from the Hospitals proposal #7 provided the union agrees to the following modification of their counterproposal on a new Section 10 F - Notification of Illness.

Section 6 E – Casual Part-Time:

A casual part-time nurse shall be given a minimum of one and one-half (1-1/2) ~~two (2)~~ hours advance notice of the cancellation of any shift of work for which the nurse has agreed to work.

Section 14 D - Mandatory Low-Need Days:

A nurse to be assigned a low-need day pursuant to this Part D shall be given a minimum of two (2) ~~four (4)~~ hours advance notice before the beginning of any holiday shift and any other shift which is being cancelled.

Section 10 F – Notification of Illness:

A nurse who is ill shall make every reasonable effort to notify the Hospital two hours and thirty minutes prior to the start of a scheduled shift. While nurses should make every effort to meet the above deadline, no nurse shall be denied accrued sick leave pay if the deadline is not met.