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5/2/19

**Fairview Southdale Hospital and the University of Minnesota Medical Center, Fairview –
West Bank Package Proposal
May 2, 2019**

The Hospitals agree to withdraw our proposal on increasing the low need hours in Section 14 D provided the Union agrees to the remaining items in Section 6 E and 14 D and drops its proposals # 7 Sick Leave and # 9 Low Need Days and Layoff.

1. To identify staffing needs more accurately, allow for 1-1/2 hour notice of low need (Section 6 E and 14 D).

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:

If additional reductions are indicated, low-need days shall be taken by the least senior regularly-scheduled ~~part-time~~ nurse scheduled for the particular unit and shift where the reduction is necessary. The work shift of a nurse will not be involuntarily cancelled after the start of the shift.

No regularly scheduled ~~part-time~~ nurse shall be required by the Hospital to take more than two (2) low-need days per Contract year (16 hours). If the least senior ~~part-time~~ nurse on a particular unit and shift has been assigned two (2) low-need days, the next least senior ~~part-time~~ nurse scheduled for the particular unit and shift may be assigned the low-need day. In any case, the total of low-need days under Part D of this provision shall not exceed two (2) per Contract year for any regularly scheduled ~~part-time~~ nurse.

~~A part-time nurse regularly scheduled for sixty-four (64) compensated hours or more per pay period shall be considered as a full-time nurse for purposes of this Section and shall not be assigned low-need days.~~ A nurse to be assigned a low-need day pursuant to this Part D shall be given a minimum of one and one-half (1-1/2) ~~four (4)~~ hours advance notice before the beginning of any holiday shift and one and one-half (1-1/2) ~~two (2)~~ hours advance notice before the beginning of any other shift which is being cancelled