

**PACKAGE PROPOSAL #1:
SUSTAINABLE JOBS AND FLOATERS**

Art. 6.1 “The Employer will make best efforts, through attrition and mutually agreed upon consolidation of part-time positions, to increase the **full-time employment** percentage to seventy percent 70% (during the academic year). Upon request, but no more frequently than quarterly, the Employer will meet with the Union to discuss the percentage of sustainable jobs and to identify opportunities to increase weekly hours consistent with this section. Absent mutual agreement, the Employer will not create new positions that include shifts of less than four (4) hours per day.”

Art. 6.5 Amend as follows:

OVERTIME AND EXTRA HOURS DISTRIBUTION: When additional or overtime hours are available, they will be offered to employees in the following manner: In instances of **a-scheduled** employee absence of **one (1) day three (3) days** or more, HUDS may first assign employees designated as floaters to work those **scheduled** shifts before initiating the procedure described below, except during periods of seasonal layoff .