

HCC - SEIU FPSU Bargaining Article Tracker - This is for information purpose only.

TA = Tentative Agreement

PCL = Prior Contract Language, or Status Quo

Article	Last Date	Action Needed or Tentative Agreement
ARTICLE 1 – RECOGNITION	6/17	Union Submit PCL - No Mgmt. Counter, likely TA
ARTICLE 2 – DEFINITIONS AND FUTURE NEGOTIATIONS	5/15	Union Submit PCL - No Mgmt. Counter, likely TA
ARTICLE 3 – PROHIBITION OF STRIKES AND LOCKOUTS	5/15	Union Submit PCL - No Mgmt. Counter, likely TA
ARTICLE 4 – NON-DISCRIMINATION	5/15	Union Submit PCL - No Mgmt. Counter, likely TA
ARTICLE 5 – MANAGEMENT RIGHTS	5/15	Union Submit PCL - No Mgmt. Counter, likely TA
ARTICLE 6 – EMPLOYEE RIGHTS	6/17	Mgmt. reject 6/17 proposal, Union to Counter
ARTICLE 7 – UNION RIGHTS	6/17	Union counter proposal 6/17, Mgmt. to review
ARTICLE 8 – DUES DEDUCTION	5/15	Union Submit 5/15 - No Mgmt. Counter yet
ARTICLE 9 – GRIEVANCE AND ARBITRATION PROCEDURE	6/17	Union counter proposal 6/17, Mgmt. to review
ARTICLE 10 – SENIORITY	5/15	Union Submit PCL - No Mgmt. Counter, likely TA
ARTICLE 11 – VACANCIES, PROMOTION, AND TRANSFERS	6/17	Union Submit PCL - No Mgmt. Counter, likely TA
ARTICLE 12 – PERSONNEL REDUCTION	6/17	Mgmt. reject 6/17 proposal, Union to Counter
ARTICLE 13 – WAGES, HOURS OF WORK AND OVERTIME	6/17	Union Proposal 6/17 - Mgmt. to Counter
ARTICLE 14 – INSURANCE/RETIREMENT	6/17	Union Accepts Mgmt. 5/15 proposal, likely TA
ARTICLE 15 – ADMINISTRATIVE LEAVE AND LEAVES OF ABSENCE	6/17	Union Submit PCL - No Mgmt. Counter, likely TA
ARTICLE 16 – SICK LEAVE	6/17	Union Accepts Mgmt. 5/15 proposal, likely TA
ARTICLE 17 – VACATION LEAVE	6/17	Union Proposal 6/17 - Mgmt. to Counter
ARTICLE 18 – PAID HOLIDAYS/BREAKS	6/17	Mgmt. reject 6/17 proposal, Union to Counter
ARTICLE 19 – TEMPORARY DUTY	5/15	Union Submit PCL - No Mgmt. Counter, likely TA
ARTICLE 20 – SUBCONTRACTING	6/17	Union Accepts Mgmt. 5/15 proposal on 20.3, Union to counter 20.1
ARTICLE 21 – SAFETY AND HEALTH	5/15	Union Submit PCL - No Mgmt. Counter, likely TA
ARTICLE 22 – DRUG TESTING	5/15	Union Submit PCL - No Mgmt. Counter, likely TA
ARTICLE 23 – DISCIPLINE AND DISCHARGE	5/15	Union Submit PCL - No Mgmt. Counter, likely TA
ARTICLE 24 – EVALUATIONS	6/17	Union Accepts Mgmt. 5/15 proposal, likely TA
ARTICLE 25 – DURATION	6/17	Verbal Agreement on 3 - year CBA, Likely TA
APPENDICES		
Appendix A – Non-Instructional Bargaining Unit		Clean up to reflect changes after TA
Appendix B – Professional Bargaining Unit		Clean up to reflect changes after TA
Appendix C – Supervisory Bargaining Unit		Clean up to reflect changes after TA