

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	7/8	Mgmt. in receipt of Union Counter on 7/8
ARTICLE 7 – UNION RIGHTS	7/8	Union counter proposal 6/17, Mgmt. to review
ARTICLE 8 – DUES DEDUCTION	5/15	Union Submit 5/15 - Mgmt Accept, likely TA
ARTICLE 9 – GRIEVANCE AND ARBITRATION PROCEDURE	7/8	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	7/8	Union Accept Mgmt 6/17 proposal, likely TA
ARTICLE 13 – WAGES, HOURS OF WORK AND OVERTIME	7/8	Mgmt. and Union Verbal Counters on 7/8, awaiting final language
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	7/8	Union Accepts Mgmt. 5/15 with 7/8 proposal, likely TA
ARTICLE 17 – VACATION LEAVE	7/8	Union withdraw 6/17 proposal, PCL, likely TA
ARTICLE 18 – PAID HOLIDAYS/BREAKS	7/8	Union withdraw 6/17 proposal, PCL, likely TA
ARTICLE 19 – TEMPORARY DUTY	5/15	Union Submit PCL - No Mgmt. Counter, likely TA
ARTICLE 20 – SUBCONTRACTING	7/8	Union Accept Mgmt 6/17 proposal, likely TA
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