

HC - SEIU FPSU Tentative Agreement Summary - This is for information purpose only.

PCL = Prior Contract Language, or Status Quo

Article	Action Needed or Tentative Agreement
ARTICLE 1 – RECOGNITION	Grammar
ARTICLE 2 – DEFINITIONS AND FUTURE NEGOTIATIONS	Grammar
ARTICLE 3 – PROHIBITION OF STRIKES AND LOCKOUTS	PCL
ARTICLE 4 – NON-DISCRIMINATION	Title Changes
ARTICLE 5 – MANAGEMENT RIGHTS	PCL
ARTICLE 6 – EMPLOYEE RIGHTS	Title Changes, New 6.6 - Consultation
ARTICLE 7 – UNION RIGHTS	Operational Hours for Union room use, SB1296 Compliance Language
ARTICLE 8 – DUES DEDUCTION	SB 256 Compliance Language
ARTICLE 9 – GRIEVANCE AND ARBITRATION PROCEDURE	PCL
ARTICLE 10 – SENIORITY	Title Change
ARTICLE 11 – VACANCIES, PROMOTION, AND TRANSFERS	PCL
ARTICLE 12 – PERSONNEL REDUCTION	30 to 60 days notification requirements
	3% Increase in Staff Salary Schedule, effective July 1, 2026 Full Time Staff hired before January 1, 2026 to receive one step increase. Shift Differential Increase from \$0.65 to \$1 Education Reimbursement to include courses taken over the Summer Semesters
ARTICLE 13 – WAGES, HOURS OF WORK AND OVERTIME	
ARTICLE 14 – INSURANCE/RETIREMENT	Changes due to Switch in State Insurance Plan
ARTICLE 15 – ADMINISTRATIVE LEAVE AND LEAVES OF ABSENCE	PCL
ARTICLE 16 – SICK LEAVE	Changes due to Switch in State Insurance Plan, Grammar, and Title Changes, Adjustments for Payouts.
ARTICLE 17 – VACATION LEAVE	PCL
ARTICLE 18 – PAID HOLIDAYS/BREAKS	PCL
ARTICLE 19 – TEMPORARY DUTY	PCL
ARTICLE 20 – SUBCONTRACTING	Increase notification requirements, changes due to State Health Insurance, Grammar
ARTICLE 21 – SAFETY AND HEALTH	PCL
ARTICLE 22 – DRUG TESTING	PCL
ARTICLE 23 – DISCIPLINE AND DISCHARGE	PCL
ARTICLE 24 – EVALUATIONS	Change to evaluations
ARTICLE 25 – DURATION	3 year agreement with ReOpeners
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