

The SEIU-UHW Proposed Collective Bargaining Agreement with Enloe Medical Center

• Full Contract Presented to Management on May 22, 2007 •

List of Proposed Articles

<u>Article</u>	<u>Title</u>	<u>Date of Tentative Agreement</u>
	Ground Rules for Negotiations Agreement	05/23/07
	Preamble	06/05/07
Article 1	Shared Vision & Responsibility	06/05/07
Article 2	Recognition of Union & Exclusions	07/10/07
Article 3	Standards Preserved	[not yet agreed upon]
Article 4	Minimum Terms	06/18/07
Article 5	Job Security	10/04/07
Article 6	Subcontracting	[not yet agreed upon]
Article 7	Equal Employment Oportunities	06/10/07
Article 8	Union Membership	[not yet agreed upon]
Article 9	New Employees, Orientation, Employee List	06/18/07
Article 10	COPE Checkoff	[not yet agreed upon]
Article 11	Bulletin Boards	07/17/07
Article 12	Categories of Employees	07/23/07
Article 13	Probationary Period	07/10/07
Article 14	Seniority & Job Vacancies	09/11/07
Article 15	Layoff & Recall	10/26/07
Article 16	Call-offs & Daily Cancellations	08/23/07
Article 17	Floating	09/11/07
Article 18	Classification & Wages	[not yet agreed upon]
Article 19	Work Week	10/19/07
Article 20	Training & Job-related Education	11/29/07
Article 21	Paid Time Off & Extended Sick Leave	[not yet agreed upon]
Article 22	Health Insurance	[not yet agreed upon]
Article 23	Group Life Insurance	07/23/07
Article 24	Retirement	[not yet agreed upon]
Article 25	Bereavement Leave	07/10/07
Article 26	Leave of Absence	09/20/07
Article 27	Physical Examinations	07/10/07
Article 28	Jury duty, Witness Pay & Voting Time	07/10/07
Article 29	Career Opportunities	11/29/07
Article 30	Committees	[not yet agreed upon]
Article 31	Grievance & Arbitration	[not yet agreed upon]
Article 32	Discipline & Discharge	07/10/07
Article 33	Field Reps' Visits & Shop Stewards	[not yet agreed upon]
Article 34	No Strike/No Lockout	[not yet agreed upon]
Article 35	Change of Ownership, Merger & Sale	[not yet agreed upon]
Article 36	Separability & Savings Clause	06/29/07
Article 37	Organizing Rights	[not yet agreed upon]
Article 38	Term of Agreement	[not yet agreed upon]
Article 39	Supervisors & Bargaining Unit Work	07/10/07
?	Mandatory Overtime	[not yet agreed upon]

Other Agreements (unrelated to above contract)

Navigant Layoffs - SEIU members recalled	05/16/07
Immediate Short-Staffing Concerns	To be Mutually Worked Out
Off-site Parking Problems	To be Mutually Worked out
Amnesty for Employees Standing up to Mgmt.	[not yet agreed upon]
Retro Pay for the three-year stall by Mgmt.	[not yet agreed upon]

• Words in red represent potentially very contentious articles to be agreed upon•