

Topics of contract negotiations.

Preliminary subjects of negotiations:

- a) Place of meetings and duration
- b) Size of negotiating committee
- c) Definition of tentative agreements
- d) Non-economic vs. economic proposals
- e) Pay for negotiation times

Permissive subjects of negotiations:

- a) Retiree benefits
- b) Deduction for credit union
- c) Employer's decision to shut down part of business for economic reasons
- d) Employer's decision to sell
- e) Employer's decision to merge

Illegal subjects of negotiations:

- a) Closed shop
- b) Management representatives



Mandatory subjects of negotiations:

Absentee rules
Benefits eligibility
Bereavement
Bulletin board for Union/Visitation
Classification of employees (full-time, part-time, contingent, etc.)
Clothing & equipment allowance
Contract duration
Contract language
Discipline
Dues check-off
Employer and/or employee contributions for health plan, life and disability plans
Grievance procedure/arbitration
Health & safety (in-service training, drug & alcohol abuse testing)
Holidays
Hours of work & overtime
Initial employment period – orientation
Job posting and bidding – promotions within unit
Jury duty pay
Management rights

Medical & life insurance
New jobs or job elimination
No strike or lockout
Layoff & recall
Leaves of absence with & without pay
Lunch & rest periods
Non-discrimination
Number and duties of stewards
Procedures for discharge
Representation during disciplinary intervention
Retirement plan
Right to subcontract
Scheduling & call-in/call-back
Seniority
Sick leave
Successor clause
Supervisor performance of bargaining unit work
Tardiness rules
Transfer
Tuition reimbursement
Union recognition & exclusivity
Union security
Vacation & accrual
Wages/shift differential/incentive pay
Zipper clause

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