## State Sunshine Collective Bargaining Proposals For Inclusion in the Agreement with the Union of American Physicians and Dentists (UAPD) State Bargaining Unit 16

## General

The employer recognizes that the Union of American Physicians and Dentists (UAPD) Contract expires July 1, 2020 and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

- **ARTICLE 1 RECOGNITION**
- ARTICLE 2 UNIT ASSIGNMENT AND CLASSIFICATION
- **ARTICLE 3 UAPD RIGHTS**
- **ARTICLE 4 STATE RIGHTS**
- **ARTICLE 5 GENERAL PROVISIONS**
- **ARTICLE 6 GRIEVANCE AND ARBITRATION**
- ARTICLE 7 HOURS OF WORK
- **ARTICLE 8 HOLIDAYS**
- ARTICLE 9 LEAVES
- ARTICLE 10 SALARIES AND ALLOWANCES
- ARTICLE 11 HEALTH AND WELFARE
- **ARTICLE 12 PERSONNEL TOPICS**
- ARTICLE 13 HEALTH AND SAFETY
- ARTICLE 14 EMPLOYEE MOVEMENT
- ARTICLE 15 LAYOFF
- ARTICLE 16 MISCELLANEOUS
- ARTICLE 17 COVERAGE AND TERM

ARTICLE 18 - RETIREMENT

ARTICLE 19 - PERMANENT INTERMITTENTS

ARTICLE 20 - CONTRACTING OUT

ARTICLE 21 - STATE TELEHEALTH PROGRAMS

SIDE LETTERS AND ATTACHMENTS

## **New Proposals**

The State may make additional specific proposals or counter-proposals in any of the enumerated or new subject areas as issues arise during the course of bargaining.