State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
American Federation of State, County and Municipal Employees (AFSCME)
State Bargaining Unit 19

General
The employer recognizes that the AFSCME contract expires July 1, 2016 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 and Coverage

Article 2 - Union Rights

Article 3 - State Rights

Article 4 - Supersession

Article 5 - Grievance and Arbitration Procedure

Article 6 - Hours of Work and Overtime

Article 7 – Salaries

The State will be prepared to discuss changes to this provision consistent with current laws.

Article 8 – Holidays

The State will be prepared to discuss changes to this provision that clarify compensation for employees that work on holidays.

Article 9 – Leaves

The State will be prepared to discuss changes that provide management and employees the ability to manage leave more effectively.

Article 10 – Health and Welfare

The State will be prepared to discuss health benefit plan design changes, health vesting and Other Post-Employment Benefits (OPEB).

Article 11 – Retirement Plan

Article 12 – Allowances And Reimbursements

The State will be prepared to discuss changes to this article which are fiscally responsible and will achieve improved efficiencies within State government.

Article 13 – Health and Safety

Article 14 – Education and Training
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.