

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

General

The employer recognizes that the Union of American Physicians & Dentists 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

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

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 - Salaries and Allowances

The State will be prepared to discuss changes to this article consistent with current laws that are fiscally responsible and will achieve improved efficiencies within State government.

Article 11 - Health and Welfare

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

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

Side Letters

Addendums

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.