



## **HOSPITAL PROFESSIONALS DIVISION BARGAINING UNIT DEMAND-SETTING**

### **ISSUES APPROPRIATE FOR CENTRAL BARGAINING (Subject to Agreement of Parties)**

1. Purpose
2. No Discrimination
3. Definitions
4. No Strike, No Lockout
5. Union Security (Dues Deduction)
6. Committees (excluding number of representatives)
7. Grievance and Arbitration Procedure
8. Letters of Reprimand & Access to Files
9. Seniority, Layoff and Recall Procedures, Job Posting, Transfer and Promotions, Severance Pay
10. Professional Responsibility
11. Hours of Work and Overtime (except scheduling)
12. Callback
13. Standby
14. Shift Premium
15. Leaves of Absence
16. Paid Holidays (except scheduling and selection of days)
17. Vacations (except scheduling and date for determining entitlement)
18. Health Insurance and Benefit Programs, including Sick Leave and Pension
19. Professional Membership Fees
20. Salaries and Premium Payments
21. Miscellaneous (as agreed by the Central Negotiating Committee)
22. Term of Agreement and Renewal Procedure