



Prioritizing Proposals

- The first contract establishes a framework for future contracts
- You need the basics and some things that are beyond the basics

Some of the Basics

- Recognition
- Union Representation
- Pay Periods
- Hours of Work/Scheduling
- Time Off
- Discharge & Discipline/Just Cause
- Non-Discrimination
- Grievance Procedure
- Jobs
- Seniority
- Health & Safety
- Union Security & Dues Checkoff
- Labor Management Committee
- *Management Rights*