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Common Collective Bargaining Subjects

1. Wages, salaries and all forms of money compensation (e.g., bonus eligibility, uniform allowances, weapons allowances, monetary award availability and criteria)
2. Probationary periods
3. Employee classifications within bargaining units (methodology)
4. Employee organization dues deduction
5. Provisions for work materials and supplies
6. Progressive disciplinary policies and discipline generally
7. Leave – paid and non-paid (e.g., sick leave, vacation, bereavement, leaves of absence, etc.)
8. All forms of group insurance - health insurance, life insurance, legal services insurance plans, etc.
9. Retirement benefits (and relative contributions) to whatever degree not governed by state law)**
10. Hours of work – regular, overtime assignment
11. Scheduling (including emergency and standby/on-call scheduling) and work shift periods
12. Transfers
13. Matters affecting employee safety & health (including physical working conditions and personal safety and health equipment)**
14. Grievance procedures (disciplinary)**
15. Grievance procedures or other dispute resolution procedures specific to the bargaining unit (for disputes arising under the collective bargaining agreement as to interpretation/application, and/or under the collective bargaining ordinance)
16. Performance standards and performance evaluation procedures
17. Lay-offs and reductions-in-force (notice provisions and procedures to be followed)
18. Promotions – eligibility and processes (particularly for public safety)

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19. Job classifications
20. Application of seniority within classifications to policy implementation (as to, for example, furloughs, layoffs and reductions-in-force, recall, promotions)
21. *Effects* of employer's exercise of its reserved/exclusive rights
22. Procedures applicable to bargaining logistics and contract mechanics (e.g., time to begin/end bargaining, contract approval procedures, contract duration, etc.)
23. Work rules
24. Work conditions
25. Whether work can be contracted out

**Denotes areas of bargaining possibly preempted by state or federal law/regulation either fully or to some extent.