

Article	Title	Status	Comments
PURPOSE		TA	Aspirational goals (not enforceable language).
ARTICLE 1	Recognition and Unit Designation	TA	ESC is exclusive representative of bargaining unit.
ARTICLE 2	Union Activities and Official Time		On hold until May
ARTICLE 3	Use of Agency Facilities and Services		On hold until May
ARTICLE 4	Union Dues	TA	Agency will withhold dues. Members may start or stop dues at any time.
ARTICLE 5	Midterm Negotiations	Partial TA	Establishes midterm bargaining groundrules. All TA'd except one concept.
ARTICLE 6	Negotiated Grievance Procedure		On hold until May
ARTICLE 7	Arbitration		On hold until May
ARTICLE 8	Merit Promotion		On hold until May
ARTICLE 9	Leave		On hold until May
ARTICLE 10	Performance		On hold until May
ARTICLE 11	Discipline and Adverse Actions		On hold until May
ARTICLE 12	Work Schedules	In Process/ Partial TA	Purpose and definitions TA'd only - the rest is on hold
ARTICLE 13	Telework		On hold until May
ARTICLE 14	Duration		On hold until May
ARTICLE 15	Union Rights	TA	Mostly about communication.
ARTICLE 16	Transit Subsidy	TA	The agency will participate in the transit subsidy program pending budget and other considerations. If the transit subsidy changes, the union would negotiate. under mid-term bargaining.
ARTICLE 17	Student Loan Repayment		
ARTICLE 18	Child Care Subsidies		
ARTICLE 19	Employee Assistance Program		
ARTICLE 20	Workers Compensation		
ARTICLE 21	Medical Qualifications Determinations	Withdrawn	Covered in statute
ARTICLE 22	Transfer of Function		
ARTICLE 23	Employee Rights		
ARTICLE 24	Leave Bank and Voluntary Leave Transfer Program	Withdrawn	Parties agreed any Leave Bank changes would be subject to mid-term bargaining
ARTICLE 25	Assignment of Work	Withdrawn	Management Right
ARTICLE 26	Contracting Out		
ARTICLE 27	Probationary Employees		
ARTICLE 28	Retirement/Resignation		
ARTICLE 29	Prohibited Personnel Practices		
ARTICLE 30	Waiver of Overpayment	TA	Right to request a waiver of overpayment
ARTICLE 31	Outside Employment		
ARTICLE 32	Part-time Employment	Withdrawn	Consolidated with Article 12
ARTICLE 33	Temporarily Disabled Employees	TA	The agency will work with employees to accommodate temporarily disabled employees.
ARTICLE 34	Details and Temporary Promotions		
ARTICLE 35	Effect of Law and Regulation		
ARTICLE 36	Lactation Time and Facilities		
ARTICLE 37	Furlough		
ARTICLE 38	Reorganization	Withdrawn	Management Right, changes subject to mid-term bargaining
ARTICLE 39	Orientation of New Employees	TA	
ARTICLE 40	Fitness Center		
ARTICLE 41	Overtime	Withdrawn	Consolidated with Article 12
ARTICLE 42	Ethics		
ARTICLE 43	Health and Safety	TA	Employees will report safety concerns. Agency will maintain safety info on intranet and distribute annually.
ARTICLE 44	Employee Training and Development		
ARTICLE 45	Executive Development		
ARTICLE 46	Performance Evaluation of Supervisors	Withdrawn	Management Right
ARTICLE 47	Personnel Records and Access to Information	TA	Employees have access to their records maintained by EPA systems.
ARTICLE 48	Incentive Award	In Process	
ARTICLE 49	Working Conditions		
ARTICLE 50	Reduction-In-Force		
ARTICLE 51	Principles of Scientific Integrity		
ARTICLE 52	Labor-Management Relations	Withdrawn	Meetings now happen upon request.
ARTICLE 53	Bicycle Subsidy		
ARTICLE 54	Reassignments		
ARTICLE 55	Drug-Free Workplace		
ARTICLE 56	Equal Employment Opportunity	Withdrawn	Covered in statute
ARTICLE 57	Career Counseling and Career Ladder Promotions		
ARTICLE 58	Position Classification and Position Description		
ARTICLE 59	Within-Grade Increases	Withdrawn	These are automatically processed and covered under regulations.
ARTICLE 60	Travel and Per Diem		
ARTICLE 61	Diversity and Inclusion		
ARTICLE 62	Use of Personal Electronics Devices	In Process	

Key

TA	Tentative Agreement (Not final until union and EPA sign off on the entire contract.)
Partial TA	Tentative Agreement is reached on a portion of the article. (See comments for more information on the status.)
Withdrawn	ESC withdrew the article. (See the comments as to why.)
	Not covered in first two rounds of negotiations.