MASTER BARGAINING PROPOSAL

COMPREHENSIVE INTERNAL REVIEW COPY (ARTICLES 1 - 29)

ARTICLE 1 - PREAMBLE

Establishes the effective date (July 1, 2026) and binds HANA Industries to the terms negotiated with PSPU Local 730, superseding all prior SPFPA agreements.

> *Strategic Improvement: Locks the agreement tightly so HANA cannot implement unilateral addendums without formal Union sign-off.*

ARTICLE 2 - UNION RECOGNITION

Recognizes PSPU Local 730 as the sole collective bargaining agent for all armed and unarmed security officers at Naval Weapons Station Earle.

> *Strategic Improvement: Officially replaces the SPFPA and explicitly recognizes all specialized paramilitary ranks (Guard Specialist, Corporal, Sergeant, Lieutenant).*

ARTICLE 3 - UNION SECURITY

Requires all current and future employees in the bargaining unit to become and remain members of the Union as a condition of employment after 31 days.

> *Strategic Improvement: Standardizes the 31-day union security clause to maintain 100% unit density and financial strength.*

ARTICLE 4 - DUES & CHECK-OFF

Requires the Employer to deduct dues and remit them to the Union monthly, along with a detailed roster of employee contact information and status changes.

> *Strategic Improvement: Mandates the collection of personal contact data (email/phone) to ensure Local 730 can maintain direct communication with the unit, bypassing management gatekeeping.*

ARTICLE 5 - NO STRIKES, NO LOCK-OUTS

Prohibits the Union from striking and the Company from locking out employees for the duration of the Agreement.

> *Strategic Improvement: Standard labor peace language provided in exchange for the Employer's agreement to submit all unresolved disputes to binding arbitration.*

ARTICLE 6 - MANAGEMENT RIGHTS

Acknowledges management's operational rights but subordinates them to the specific protections, grievance procedures, and just-cause standards established in the CBA.

> *Strategic Improvement: Explicitly limits management's ability to discharge employees to "strict just cause" and requires mandatory bargaining over any unilateral rule changes.*

ARTICLE 7 - HOURS OF WORK & OVERTIME

Sets time-and-a-half for hours worked over 8 in a day or 40 in a week. Mandates that all open shifts and overtime must be offered in descending order of classification seniority.

> *Strategic Improvement: Establishes a 6-hour call-in minimum and mandates seniority-based overtime distribution to eliminate supervisor favoritism.*

ARTICLE 8 - HIRING, PROBATION, AND ORIENTATION

Grants internal hiring preference to current members, sets a 90-day probationary period (with full economic benefits), and ensures the Union has dedicated time to onboard new members.

> *Strategic Improvement: Mandates a 7-day internal job posting period and secures 60 minutes of uninterrupted Union orientation for all new hires without management present.*

ARTICLE 9 - UNION REPRESENTATION

Guarantees Union access to the facility and provides paid release time for the Chief Steward to investigate grievances and represent officers.

> *Strategic Improvement: Abolishes the SPFPA's 48-hour advance notice requirement for Stewards to attend investigatory or disciplinary meetings.*

ARTICLE 10 - UNION BULLETIN BOARD

Requires the Employer to provide a bulletin board in the guard mount/break area exclusively for Union notices, governed by standard Navy OPSEC protocols.

> *Strategic Improvement: Secures a dedicated, physical space for Union communications that is immune from management censorship.*

ARTICLE 11 - CLOTHING AND EQUIPMENT

Requires the Employer to fully fund all uniforms, duty gear, and safety equipment, and expressly prohibits withholding final paychecks for unreturned gear.

> *Strategic Improvement: Prohibits wage deductions for uniform returns. Eliminates the 'final paycheck' financial trap found in the expiring agreement.*

ARTICLE 12 - SAFETY

Binds the Employer to strict safety and maintenance standards and mandates quarterly paid meetings between Union and Management safety representatives.

> *Strategic Improvement: Establishes a Joint Labor-Management Safety Committee and protects officers who report hazards or refuse to operate severely compromised vehicles.*

ARTICLE 13 - BARGAINING UNIT WORK

Guarantees that guard and security duties shall exclusively be performed by bargaining unit members, stopping unrepresented supervisors from stealing overtime shifts.

> *Strategic Improvement: Explicitly prohibits management from defining standard scheduling shortages as 'emergencies' to bypass overtime requirements.*

ARTICLE 14 - REDUCTION IN FORCE

Dictates that any reduction in force must occur by inverse classification seniority, and establishes the formal procedure for severance and recall.

> *Strategic Improvement: Enforces strict classification seniority for any layoffs and outlines clear, 14-day recall rights to protect veteran officers.*

ARTICLE 15 - SENIORITY

Allocates shift preference, days off, and full-time hours strictly on the basis of classification seniority.

> *Strategic Improvement: Mandates quarterly shift bidding by seniority and explicitly protects senior full-time employees from having their hours reduced by management.*

ARTICLE 16 - GRIEVANCE AND ARBITRATION PROCEDURE

Establishes the exclusive, final, and binding procedure for resolving all disputes arising from the contract, ensuring management cannot act unilaterally without oversight.

> *Strategic Improvement: Streamlines the grievance process to 4 steps with strict timelines, ending in neutral, binding arbitration via the FMCS.*

ARTICLE 17 - NON-DISCRIMINATION

Prohibits discrimination based on race, color, religion, sex, age, veteran status, or Union affiliation.

> *Strategic Improvement: Protects members from discrimination and retaliation based specifically on Union membership and protected concerted activity.*

ARTICLE 18 - VACATIONS

Establishes paid vacation tiers, allows for in-year cash-outs, ensures active-duty military deployments do not forfeit vested time, and limits management's ability to deny leave.

> *Strategic Improvement: Compressed accrual tiers (e.g., 3 years = 3 weeks; 10 years = 4 weeks) to immediately reward the core 2022-2024 hiring cohort and boost mid-career retention.*

ARTICLE 19 - HOLIDAYS

Guarantees 11 specific holidays. Employees utilizing valid sick leave (with a doctor's note) before or after a holiday will no longer forfeit their holiday pay.

> *Strategic Improvement: Secures 11 paid holidays with time-and-a-half premium pay for hours worked, and stops management from weaponizing sick leave to deny holiday pay.*

ARTICLE 20 - PERSONAL/SICK DAYS

Employees earn sick leave based on hours worked. Unused time rolls over, can be cashed out annually, and must be paid out in full upon separation from the Company.

> *Strategic Improvement: Increases the sick leave cap to 72 hours and mandates an annual cash-out option every November to reward healthy employees.*

ARTICLE 21 - LEAVE OF ABSENCE

Provides for up to 30 days of standard personal leave and protects the seniority of officers who take leave for official Union business.

> *Strategic Improvement: Guarantees unpaid Union Leave for members accepting full-time union positions or attending training without losing facility seniority.*

ARTICLE 22 - BEREAVEMENT LEAVE

Grants 3 paid days of leave for the death of an immediate family member, removing the strict "must be used before the burial" restriction.

> *Strategic Improvement: Expands "immediate family" definition and allows the 3 days of paid leave to be used flexibly within 90 days for delayed/military memorials.*

ARTICLE 23 - JURY DUTY

Compensates employees for the difference between jury fees and their regular wages for up to two weeks, protecting their civic rights from corporate interference.

> *Strategic Improvement: Expressly prohibits management from pressuring employees to defer jury duty by claiming their services at the base are "essential."*

ARTICLE 24 - WAGES

SECTION 1: Base Wage Scale. Progression is automatic based on anniversary date.

Classification	Year 1 (Eff. 7/1/26)	Year 2 (Eff. 7/1/27)	Year 3 (Eff. 7/1/28)
Year 1 (ASO I)	$36.50	$38.00	$39.50
Year 2 (ASO II)	$39.00	$40.50	$42.00
Year 3 (ASO III)	$41.50	$43.00	$44.50
Year 4 (Specialist)	$43.50	$45.00	$46.50
Year 5+ (Corporal)	$45.00	$46.50	$48.00
Sergeant (Appointed)	$48.50	$50.00	$51.50
Lieutenant (Appointed)	$52.00	$53.50	$55.00

Strategic Impact Analysis:

- **New Hires (Years 1-2):** Captures immediate retention by establishing a $36.50 floor. Yields an effective >7% annual increase.
- **Mid-Tier Operators (Years 3-4):** Eliminates the "stagnation trap". Officers receive the step promotion + the $1.50 annual raise.
- **Veteran Backbone (Corp/Sgt/Lt):** Restores wage equity. Resets the Corporal ceiling to $45.00+ and scales command pay to operational liability.

SECTION 2: Tactical Gear Stipend. Annual stipend of $750.00 to all bargaining unit employees.

> *Strategic Improvement: Establishes a comprehensive, 5-step automatic tenure progression to solve high turnover. Ensures 100% of the unit receives a guaranteed step increase + a $1.50/hr annual across-the-board raise.*

ARTICLE 25 - HEALTH & WELFARE

The Employer agrees to participate in the United Employees Health Plans (hereinafter referred to as the "Welfare Fund") for the purpose of providing medical, prescription, dental, and vision benefits. The Employer shall contribute $6.50 per hour to the Welfare Fund for all hours paid. All previous "reopener" clauses are hereby permanently stricken.

Impact on Membership Out-of-Pocket Costs:

By transitioning from the Employer's incumbent plans to the Welfare Fund, the membership sees massive reductions in out-of-pocket exposure. Individual deductibles drop from as high as $3,000 down to $400, expensive 10% to 20% coinsurance traps are replaced with predictable, flat $30 copays for standard and specialist care, and the maximum out-of-pocket liability is s reduced from a potential $24,000 max out of pocket cost to $6,600, shielding families from catastrophic medical debt.

> *Strategic Improvement: Mandatory participation in the United Employees Health Plans Welfare Fund; locked $6.50/hr contribution; reopener clauses removed to guarantee stability.*

ARTICLE 26 - RETIREMENT BENEFIT

The Employer shall contribute a retirement benefit of $2.50 per hour for all hours worked or paid. Employees shall be 100% immediately vested in all Employer contributions.

> *Strategic Improvement: Increases contribution by 1000% ($2.50/hr vs. $0.25/hr); mandates 100% immediate vesting to eliminate clawback risk for the officers.*

ARTICLE 27 - GOVERNMENTAL REGULATIONS

While the Employer must comply with Government mandates, the implementation of those regulations upon the bargaining unit (e.g., training burdens, physical standards) shall be subject to mandatory effects bargaining.

> *Strategic Improvement: Forces HANA to bargain over the *effects* and *implementation* of any new Navy/Government mandates.*

ARTICLE 28 - DISCIPLINE AND DISCHARGE

Mandates strict just cause for discipline. The Employer must affirmatively inform an employee of their right to Union Representation before any investigatory interview. Disciplinary actions are purged after 12 months.

> *Strategic Improvement: Formally enshrines Weingarten rights directly into the text and guarantees a 12-month purge for all write-ups.*

ARTICLE 29 - TERM OF AGREEMENT

The Agreement shall be effective from July 1, 2026, through June 30, 2029, with standard 60-90 day renegotiation notice requirements.

> *Strategic Improvement: Locks in the aggressive economic gains for three full years, creating long-term stability for the unit.*