

## **Proposals to Eliminate:**

### **Department of Health and Human Services Management Proposal**

The Department of Health and Human Services makes these management proposals independent of any requirement in any Executive Order.

#### 1. Management proposes the elimination of the following Articles:

Article 2- Bargaining and Negotiations- General provisions

Article 6- Employee Notices

Article 8- Union Sponsored Training

Article 10- Labor Management Cooperation

Article 11- Equal Employment Opportunity

Article 12- Reasonable Accommodation for Employees with Disabilities

Article 13- Tours of Duty/Hours of Work, Alternative Work Schedules and Telework

Article 14- Overtime

Article 15- Holidays

Article 16- Leave and Absence

Article 17- Annual Leave

Article 18- Sick Leave

Article 19- Other Leave

Article 20- Medical Documentation and Medical Evaluations or Qualification Determinations

Article 21- Merit Promotions

Article 22- Temporary Promotions

Article 23- Details

Article 24- Employee Hardship Reassignment Requests

Article 25- Reorganization

Article 26- Position Descriptions and Classification

Article 27. Performance Management

Article 28. Training and Employee Development

Article 29. Employee Suggestions

Article 30. Child and Elder Care

Article 31. Energy Conservation

Article 32. Reduction in Force

Article 33. Occupational Safety and Health

Article 34. Disciplinary and Adverse Actions

Article 37. Commercial Services Management (A76) and Federal Procurement Activities

Article 39. Tobacco Free Workplace Policy

Article 40. General Provisions

Article 41. Hazardous Weather or Other Emergencies

Article 42. Waiver of Overpayment

Article 43. Employee Orientation

Article 44. Retirement

Article 45. Probationary/Trial Period Employee Rights

Article 46. Drug Testing