



Stationary Engineers, Local 39

INTERNATIONAL UNION OF OPERATING ENGINEERS AFL-CIO

JERRY KALMAR
BUSINESS MANAGER-SECRETARY

April 18, 2013

Hand Delivered

Pam Manwiller
Deputy Director of Labor Relations
CALHR
California Department of Human Resources
Labor Relations Division
1515 "S" Street, North Building, Suite 400
Sacramento, CA 95811

Dear Ms. Manwiller:

In accordance with Government code Section 3523 of the Ralph C. Dills Act, the following proposals for the State of California Bargaining Unit 13, represented by the International Union of Operating Engineers, Stationary Engineers, Locals 39 and 501, AFL-CIO, are hereby submitted for distribution at the March 14, 2013, public meeting:

Preamble

No Change

Article 1-Recognition

No Change

Article 2-Union Rights

The Union wishes to make changes to this article.

Article 3-Management Rights

No Change

Article 4-General Provisions

The Union wishes to make changes to this article.

Article 5-Grievance and Arbitration Procedure

No Change

Article 6-AWOL Automatic Resignation

No Change

Article 7-Hours of Work and Overtime

The Union wishes to make changes to this article.

Article 8-Holidays

The Union wishes to make changes to this article.

Article 9-Leaves

The Union wishes to make changes to this article.

Article 10-Health and Welfare

The Union wishes to make changes to this article.

Article 11-Retirement

The Union wishes to make changes to this article.

Article 12-Safety and Health

The Union wishes to make changes to this article.

Article 13-Career Development

The Union wishes to make changes to this article.

Article 14-Post and Bid

The Union wishes to make changes to this article.

Article 15-Business and Travel Expenses

The Union wishes to make changes to this article.

Article 16-Salaries

The Union wishes to make changes to this article.

Article 17-Duration

The Union wishes to make changes to this article.

Article 18-Contract Protection – Continuous Appropriations

The Union wishes to make changes to this article.

Addendums and Attachments

The Union wishes to make changes to this article.

The Union reserves the right to make any other economic or non-economic proposals during the negotiating process which may be necessary in order to reach an agreement, respond to counter-proposals and/or to meet the principals of good faith bargaining.

Pam Manwiller
April 18, 2013
Page | 3

All the agreements of the parties, including the incorporation of all existing benefits, policies, procedures, rules and regulations, shall be reduced to standard contract language applicable in both the public and private sectors, including but not limited to, clauses covering recognition, organizational security, support of agreement, Union rights, disciplinary action, industrial accident and illness leave, leaves of absence, military leave and other leaves both paid and non-paid, transfers, severability and duration.

Please be advised that is our intent to commence negotiations at reasonable times and places after expiration of the required public notice period.

Sincerely,

A handwritten signature in black ink, appearing to read "Steve Crouch", written in a cursive style.

Steve Crouch
District Representative

cc: Mark Fragoso, Local 501

SC:ft:UOEB#39/afl-cio