

INTERNATIONAL UNION OF OPERATING ENGINEERS

Craft-Maintenance Division State of California Unit 12
Locals 3, 12, 39 & 501, AFL-CIO

March 2, 2015

Pam Manwiller, Deputy Director of Labor Relations
CalHR
1515 S Street, North Building 4th Floor
Sacramento, CA 95814

Sent via Certified Mail: 7014 1200 0000 2890 1089

RE: Initial Bargaining "Sunshine" Proposals

Dear Ms. Manwiller:

In accordance with State of California Government Code, Section 3523, the following proposals are submitted by the International Union of Operating Engineers, Craft-Maintenance Division, State of California, Locals 3, 12, 39 & 501.

These proposals are for matters to be contained in a successor agreement to become effective on July 1, 2015 and thereafter in accordance with the duration to be agreed upon. It is our desire that the distribution to the public of these proposals will occur at the earliest possible date established for the public meeting, and will serve as the basis for the beginning of negotiations at the earliest possible date thereafter.

Article 1 - Recognition

Article 2 - Salaries

The Union will be prepared to discuss changes to this article.

Article 3 - Health and Welfare

The Union will be prepared to explore different options the health benefit plan.

Article 4 - Health and Safety

The Union will be prepared to discuss changes to the current provisions

Article 5 - Union Rights

Article 6 - State Rights

Article 7 - Hours of Work

Article 8 - Hours of Work and Overtime Rotating shift

The Union will be prepared to discuss changes to the overtime provision.

Article 9 – Holidays

The Union is prepared to discuss changes to holidays.

Article 10 – Leaves

The Union will be prepared to discuss changes regarding calculation of leave time and accrual.

Article 11 – Retirement

The Union will be prepared to discuss retirement and additional options.

Article 12 – Allowances and Reimbursements

The Union will be prepared to discuss changes to this article.

Article 13 – Organizational Security

Article 14 – Grievance and Arbitration Procedure

Article 15 – AWOL Automatic Resignation

Article 16 – Career Development

The Union will be prepared to discuss change to this article to promote safety and education.

Article 17 – Post and Bid

Article 18 – Classification

The Union will be prepared to have comprehensive discussions on this provision.

Article 19 – Permanent Intermittent Appointments

Article 20 – General Provisions

Article 21 – Supersession

Article 22 – Entire Agreement and Savings Clause

Article 23 – Duration

Side Letter 1 – Work Zone Safety – Caltrans

Addendum 1 – Work Locations

Addendum 2 – Holiday compensation Chart

Addendum 3 – Reassignment/Transfer Request

Addendum 4 – Seasonal Employees

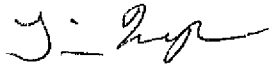
Addendum 5 – Overtime Distribution Form

New Proposals:

The Union may make additional proposals or counter proposals in any of the enumerated subject areas as issues arise during the course of bargaining.

It is our intent and desire to commence negotiations as rapidly as possible upon the expiration of the required public notice period.

Sincerely,

A handwritten signature in dark ink, appearing to read "J. Neep" or similar, with a stylized flourish at the end.

Tim Neep, Director
State Unit 12 Division Central Office
IUOE Locals 3, 12, 39 & 501, AFL-CIO