

DEPARTMENT OF HUMAN RESOURCES

LABOR RELATIONS DIVISION
1515 "S" STREET, NORTH BUILDING, SUITE 400
SACRAMENTO, CA 95811-7258



March 28, 2013

Mr. Tim Neep
International Union of Operating Engineers
1121 L Street
Suite 401
Sacramento, CA 95814

Subject: Initial Bargaining "Sunshine" Proposals

Dear Mr. Neep,

Pursuant to the provisions of Government Code Section 3523, enclosed are the State's initial proposals to reopen negotiations in regards to the current collective bargaining agreement for Bargaining Unit 12 (BU 12), International Union of Operating Engineers, between the State and the International Union of Operating Engineers (IUOE).

The State employer is prepared to begin negotiations with IUOE BU 12 on a successor contract anytime after the sunshine process is complete.

As in previous years, the employer reserves the right to make additional proposals and will invite public review and comment at that time.

Sincerely,



Randy Fisher
Assistant Deputy Director

Enclosure

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
International Union of Operating Engineers (IUOE)
State Bargaining Unit 12**

General

In recognition of the Governor's proposed 2013/14 budget and the State's fiscal deficit, the State desires to negotiate contract provisions that are fiscally responsible and that will achieve improved efficiencies within State government. The State is especially interested in any concept that reduces employer costs or achieves fiscal savings to the State. The State will incorporate the legislation, Assembly Bill 340, which established the Public Employee's Pension Reform Act of 2013 into successor agreements.

The employer recognizes that the IUOE BU 12 contract expires July 1, 2013 and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

Article 1 – Recognition

Article 2 – Salaries

The State will be prepared to discuss changes to this article consistent with current laws.

Article 3 – Health and Welfare

The State will be prepared to discuss health benefit changes.

Article 4 – Health and Safety

Article 5 – Union Rights

Article 6 – State Rights

Article 7 – Hours of Work

Article 8 – Hours of Work and Overtime Rotating Shift

Article 9 – Holidays

The State will be prepared to discuss changes to this provision that will clarify compensation for employees that work on holidays.

Article 10 – Leaves

The State will be prepared to discuss changes that provide management and employees the ability to manage leave more effectively.

Article 11 – Retirement

The State will be prepared to negotiate the inclusion of the Public Employee's Pension Reform Act of 2013 into successor agreements.

Article 12 – Allowances and Reimbursements

The State will be prepared to discuss changes to this article that are fiscally responsible and that will achieve improved efficiencies within State government.

Article 13 – Organizational Security

Article 14 – Grievance and Arbitration Procedures

Article 15 – AWOL Automatic Resignation

Article 16 – Career Development

Article 17 – Post and Bid

Article 18 – Classification

Article 19 – Permanent Intermittent Appointments

Article 20 – General Provisions

The State will be prepared to discuss changes to this provision that are consistent with Current laws.

Article 21 – Supersession

Article 22 – Entire Agreement and Savings Clause

Article 23 - Duration

All Attachments, Addendums and Side Letters

New Proposals

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