

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

**General**

The employer recognizes that the Unit 12 contract expires July 1, 2015, 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 provision consistent with current laws.

Article 3 – Health and Welfare

The State will be prepared to discuss health benefit plan design changes, health vesting and Other Post-Employment Benefits (OPEB).

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

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 Procedure

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

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