

**State Sunshine Collective Bargaining Proposals  
For Inclusion in the Agreement with the  
International Union of Operating Engineers (IUOE), Stationary Engineers  
Bargaining Unit 13**

**General**

The employer recognizes that the International Union of Operating Engineers contract expires July 1, 2016 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 – Union Rights

Article 3 – Management Rights

Article 4 – General Provisions

Article 5 – Grievance and Arbitration Procedure

Article 6 – AWOL Automatic Resignation

Article 7 – Hours of Work and Overtime

Article 8 – Holidays

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

Article 9 – Leaves

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

Article 10 – Health and Welfare

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

Article 11 – Retirement

Article 12 – Safety and Health

Article 13 – Career Development

Article 14 – Post and Bid

Article 15 – Business and Travel Expenses

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

Article 16 – Salaries

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

Article 17 – Duration

Article 18 – Contract Protection – Continuous Appropriation

Side Letters

Appendices

Addendums

**New Proposals**

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