

Labor Relations Office

1515 S Street, North Building, Suite 500
Sacramento, CA 95811
(916) 909-3705 Fax (916) 322-0765

Governor Gavin Newsom
Secretary, Government Operations Agency Amy Tong
Director Eraina Ortega

January 28, 2025

Brandy Johnson
Director of Public Employees
International Union of Operating Engineers (IUOE)
1620 North Market Blvd.
Sacramento, CA 95834

RE: State Employer's Initial Meet and Confer Proposals
"Sunshine" Process [Gov't Code, §3523]

Dear Ms. Johnson:

The State Employer is prepared to begin contract negotiations with International Union of Operating Engineers (IUOE), Stationary Engineers Division, State of California, Locals 39 and 501, AFL-CIO, upon completion of the sunshine process and on mutually agreeable dates. Attached are the initial meet and confer proposals to initiate negotiations with IUOE.

Sincerely,



Kami R. Keszler
Senior Labor Relations Officer

Attachment

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
International Union of Operating Engineers (IUOE), Stationary Engineers Division,
State of California, Locals 39 and 501, AFL-CIO,
State Bargaining Unit 13**

General

The employer recognizes that the International Union of Operating Engineers (IUOE), Stationary Engineers Division, State of California, Locals 39 and 501, AFL-CIO, contract expires June 30, 2025 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 – N/A

ARTICLE 7 – HOURS OF WORK AND OVERTIME

ARTICLE 8 – HOLIDAYS

ARTICLE 9 – LEAVES

ARTICLE 10 – HEALTH AND WELFARE

ARTICLE 11 – RETIREMENT

ARTICLE 12 – SAFETY AND HEALTH

ARTICLE 13 – CAREER DEVELOPMENT

ARTICLE 14 – POST AND BID

ARTICLE 15 – BUSINESS AND TRAVEL EXPENSES

ARTICLE 16 – SALARIES

ARTICLE 17 – DURATION

ARTICLE 18 – CONTRACT PROTECTION - CONTINUOUS APPROPRIATIONS

SIDE LETTERS, ADDENDA and ATTACHMENTS

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.