

**Labor Relations Office**

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**Governor** Gavin Newsom  
**Secretary, Government Operations Agency** Yolanda Richardson  
**Director** Eraina Ortega

January 12, 2022

Brandy Johnson  
District Representative Unit 13 Coordinator  
International Union of Operating Engineers (IUOE)  
3920 Lennane Drive  
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 Keszler*

Kami R. Keszler  
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, 2022 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.