

**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.