

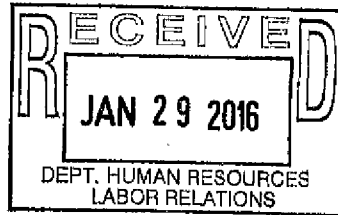


Stationary Engineers, Local 39

INTERNATIONAL UNION OF OPERATING ENGINEERS AFL-CIO

JERRY KALMAR
BUSINESS MANAGER-SECRETARY

February 3, 2016



*Sent via Certified U.S Mail
#7014 3490 0001 4800 3309
And via First Class U.S. Mail*

Pam Manwiller
Deputy Director of Labor Relations
CALHR
California Department of Human Resources
Labor Relations Division
1515 "S" Street, North Building, Suite 400
Sacramento, California 95811

Dear Ms. Manwiller:

In accordance with Government Code Section 3523 of the Ralph C. Dills Act, the following proposals for the State of California Bargaining Unit 13, represented by the International Union of Operating Engineers, Locals 39 and 501, AFL-CIO, are hereby submitted for distribution at the February 3, 2016 public meeting:

Preamble

No Change

Article 1-Recognition

No Change

Article 2-Union Rights

No Change

Article 3-Management Rights

No Change

Article 4-General Provisions

The Union wishes to make changes to this article.

Article 5-Grievances and Arbitration Procedure

No Change

Article 6-AWOL Automatic Resignation

No Change

Article 7-Hours of Work and Overtime

The Union wishes to make changes to this article.

Article 8-Holidays

The Union wishes to make changes to this article.

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Article 9-Leaves

The Union wishes to make changes to this article.

Article 10-Health and Welfare

The Union wishes to make changes to this article.

Article 11-Retirement

The Union wishes to make changes to this article.

Article 12-Safety and Health

The Union wishes to make changes to this article.

Article 13- Career Development

The Union wishes to make changes to this article.

Article 14-Post and Bid

The Union wishes to make changes to this article.

Article 15-Business and Travel Expenses

The Union wishes to make changes to this article.

Article 16-Salaries

The Union wishes to make changes to this article.

Specifically, the Union proposes a rightsizing of the wages for each of the Water and Sewage Plant Supervisor/Operator classifications and each of the Stationary Engineer and Chief Engineer classifications to reflect industry wage levels.

Article 17-Duration

The Union wishes to make changes to this article.

Pam Manwiler
Deputy Director of Labor Relations
CALHR
January 26, 2016
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Article 18-Contract Protection

The Union wishes to make changes to this article.

Addendums and Attachments

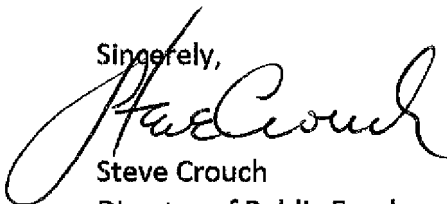
The Union wishes to make changes to this article.

The Union reserves the right to make any other economic or non-economic proposals during the negotiating process which may be necessary to reach an agreement, respond to counter proposals, and/or meet the principals of good faith bargaining.

All the agreements of the parties, including the incorporation of all existing benefits, policies, procedures, rules and regulations, shall be reduced to standard contract language applicable in both the public and private sectors, including but not limited to, clauses covering recognition, organizational security, support of agreement, Union rights, disciplinary action, industrial accident and illness leave, leaves of absence, military leave and other leaves both paid and non-paid, transfers, severability, and duration.

Please be advised that it is our intent to commence negotiations at reasonable times and places after expiration of the required public notice period.

Sincerely,



Steve Crouch
Director of Public Employees

cc: Mark Fragoso, Local 501

SC:dd:IUOE#39/afl-cio