



# Stationary Engineers, Local 39

INTERNATIONAL UNION OF OPERATING ENGINEERS AFL-CIO

**BART FLORENCE**

BUSINESS MANAGER-RECORDING SECRETARY

April 3, 2019

*Personally Hand Delivered by: Steve Crouch*

Kate Van Sickle  
CALHR  
California Department of Human Resources  
Labor Relations Division  
1515 "S" Street, North Building, Suite 500  
Sacramento, California 95811

Dear Ms. Van Sickle:

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 April 3, 2019 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**

The Union wishes to make changes to this article.

**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.

**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.

**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: Deric Barnes, Local 501  
Brandy Johnson, Local 39  
Brian Spencer, Local 39

SC:dd:iUOE#39/afl-cio