

INTERNATIONAL UNION OF OPERATING ENGINEERS

Craft-Maintenance Division State of California Unit 12
Locals 3, 39 & 501, AFL-CIO

January 8, 2020

Hand Delivered by:
Steve Crouch, Unit 12 Director of Public Employees

Paul Starkey
Deputy Director, Labor Relations Division
CalHR
Labor Relations Office
1515 S Street, North Building, Suite 500
Sacramento, California 95811

Dear Mr. Starkey:

In accordance with Government Code Section 3523 of the Ralph C. Dills Act, the following proposals for the State of California Bargaining Unit 12, represented by the International Union of Operating Engineers, Locals 3, 39 and 501, AFL-CIO, are hereby submitted for distribution at the January 8, 2020 public meeting:

Article 1-Recognition

No Change

Article 2- Salaries

The Union wishes to make improvements to this article.

Article 3-Health and Welfare

The Union wishes to make improvements to this article.

Article 4-Health and Safety

The Union wishes to make improvements to this article.

Article 5-Union Rights

The Union wishes to make changes to this article.

Article 6-State Rights

No Change

Article 7-Hours of Work

The Union wishes to make improvements to this article.

Article 8-Hours of Work and Overtime Rotating Shifts

The Union wishes to make changes to this article.

Article 9-Holidays

The Union wishes to make improvements to this article.

Article 10-Leaves

The Union wishes to make changes to this article.

Article 11-Retirement

The Union wishes to make changes to this article.

Article 12-Allowances and Reimbursements

The Union wishes to make changes to this article.

Article 13-Organizational Security

The Union wishes to make changes to this article.

Article 14-Grievance and Arbitration Procedure

The Union wishes to make changes to this article.

Article 15-AWOL Automatic Resignation

The Union wishes to make changes to this article.

Article 16-Career Development

The Union wishes to make improvements to this article.

Article 17-Post and Bid

The Union wishes to make changes to this article.

Article 18-Classification

The Union wishes to make changes to this article.

Article 19-Permaenant Intermittent Appointments

The Union wishes to make changes to this article.

Article 20-General Provisions

The Union wishes to make changes to this article.

Article 21-Supersession

No Change

Article 22-Entire Agreement and Savings Clause

The Union wishes to make changes to this article.

Article 23-Duration

The Union wishes to make changes to this article.

Side Letters, Addenda and Attachments

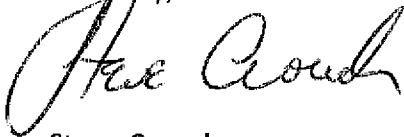
The Union wishes to make changes to this.

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: Travis Tweedy
Deric Barnes

SC:dd:IUOE#39/aff-cio