

INTERNATIONAL UNION OF OPERATING ENGINEERS

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

February 20, 2013

Julie Chapman, Director
Department of Personnel Administration
1515 S Street, North Building 4th Floor
Sacramento, CA 95814

RE: Sunshine Proposals

Dear Julie Chapman:

In accordance with State of California Government Code, Section 3523, the following proposals are submitted by the International Union of Operating Engineers, Craft-Maintenance Division, State of California, Locals 3, 12, 39 & 501.

These proposals are for matters to be contained in a successor agreement to become effective on July 1, 2013 and thereafter in accordance with the duration to be agreed upon. It is our desire that the distribution to the public of these proposals will occur at the earliest possible date established for the public meeting, and will serve as the basis for the beginning of negotiations at the earliest possible date thereafter.

1. Establish salaries and future salary increases commensurate with similarly situated employees in both the Public and Private Sectors, taking into consideration classification relationships and increases in the cost of living indices.
2. Establishment of a new retirement program for those employees within the bargaining unit who perform in the normal duties of their position: protection of

the public and property, response to emergencies, and in so doing, are placed in great personal peril.

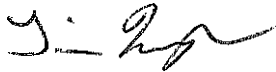
3. Continuation and altering of some of the terms of a comprehensive health and welfare program providing life, medical, dental, vision care and prescription drug program.
4. Establishment and implementation of a standard practice in all departments for standby activities and the compensation thereof.
5. Continuation of the inclusion of all Government Code Sections within the Supersession Article which affect Unit 12 Members.
6. Improvements within Relocation and Travel Expenses Provisions.
7. Continuation and improvement in Apprenticeship programs, establishment of training funds therefore, establishment of ratios for apprentices to journey worker level employees.
8. Establishment of a unit wide standard on all conditions of employment including, but not limited to; overtime meal allowance amounts and qualifying times; uniform allowances; boots and shoes etc.
9. Establishment of shift differential rates based on a percentage of salaries for all hours of work between 1700 and 0730 hours.

The Union reserves the right to make any other economic, or non-economic, proposals regarding any Articles in our current MOU during the negotiating process which may be necessary in order to reach an agreement, respond to proposals or counter-proposals, and/or to meet the principles of good faith bargaining.

10. All Agreements of the parties, including the incorporation of all existing benefits, policies, procedures, rules, and regulations shall be reduced to standard contract language, including but not limited to clauses relating to recognition, organizational security, support of the agreement, union and management rights, Industrial Accident and illness leave, leaves of absence, military leave and other leaves, both paid and unpaid, transfers, severability and duration.

It is our intent and desire to commence negotiations as rapidly as possible upon the expiration of the required public notice period.

Sincerely,

A handwritten signature in black ink, appearing to read "Tim Neep", written in a cursive style.

Tim Neep, Director
State Unit 12 Division Central Office
IUOE Locals 3, 12, 39 & 501, AFL-CIO