



# Stationary Engineers, Local 39

INTERNATIONAL UNION OF OPERATING ENGINEERS AFL-CIO

**JERRY KALMAR**  
BUSINESS MANAGER-SECRETARY

April 18, 2013

*Hand Delivered*

Pam Manwiller  
Deputy Director of Labor Relations  
CALHR  
California Department of Human Resources  
Labor Relations Division  
1515 "S" Street, North Building, Suite 400  
Sacramento, CA 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, Stationary Engineers, Locals 39 and 501, AFL-CIO, are hereby submitted for distribution at the March 14, 2013, public meeting:

**Preamble**

No Change

**Article 1-Recognition**

No Change

**Article 2-Union Rights**

The Union wishes to make changes to this article.

**Article 3-Management Rights**

No Change

**Article 4-General Provisions**

The Union wishes to make changes to this article.

**Article 5-Grievance 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.

**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.

**Article 17-Duration**

The Union wishes to make changes to this article.

**Article 18-Contract Protection – Continuous Appropriations**

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 in order to reach an agreement, respond to counter-proposals and/or to meet the principals of good faith bargaining.

Pam Manwiller

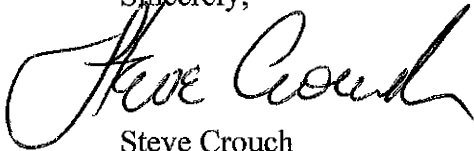
April 18, 2013

Page | 3

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

Sincerely,

A handwritten signature in black ink, appearing to read "Steve Crouch". The signature is fluid and cursive, with a large initial "S" and "C".

Steve Crouch  
District Representative

cc: Mark Fragoso, Local 501

SC:l:IUOE#39/af-cio