

EDWARD J. CURLY
BUSINESS MANAGER
Local 501

August 21, 2014

Ms. Elizabeth Sanchez
Director of Labor Relations
University of California, Riverside
1160 University Avenue
Riverside, CA 92507

Dear Ms. Sanchez:

The International Union of Operating Engineers, Local 501, submits the following additions, deletions and modifications to the Memorandum of Understanding and reserves the right to add to, subtract from or modify these proposals at any time during the course of negotiations.

This email will serve as the International Union of Operating Engineers, Local 501's notice to open the following Articles for successor bargaining with the University of California, Riverside.

Article 1. Recognition

Change effective date.

Article 2. Duration

Revise duration of the MOU.

Article 6. Positions/Appointments

C. Temporary Labor Pool
Management will maintain a labor pool.

Article 7. Hours of Work

B. Meal Periods

Employees shall be required to take an uninterrupted meal period.

F. On-Call

Add - An employee On-Call shall receive a four (4) hour call back payment. An employee that resolves a problem on the phone shall receive a minimum of one (1) hours pay.

Discuss On-Call procedure for housing.

Article 8. Overtime

A. Definition

Add – sick leave

B4. Overtime Rate and Method of Compensation.

a. Increase cap.

b. Delete

Discuss distribution of bargaining unit overtime to temporary employees and student workers.

New Article

Add Bereavement Leave

Article 22. Unit Work

Discuss non-unit employees performing unit work.

Article 28. Protective Clothing and Equipment

Increase shoe (boot) allowance.

Discuss uniforms.

Article 29: Training

Add - Training provided by the Local 501 Training Trust.

Article 35. Union Stewards

Modify the number of stewards.

Article 39. Bulletin Boards

Designate location of bulletin boards in Housing.

Article 46. Insurance and Retirement Benefits

Reduce employee rate contributions to the plans.

Article 48. Wages

A. Increase wages.

If you should have any questions regarding this matter, I may be contacted at 213-385-1561, ext. 144.

Sincerely,



Kenneth W. Capehart
Assistant Business Manager
IUOE Local 501

Copy: Edward J. Curly
Ron Carberry
Chris Duwell
Dale Anderson

/rcf

PROOF OF SERVICE FORM

Delivery by U.S. Mail:

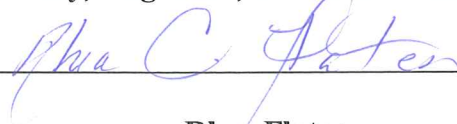
I declare that I am over the age of eighteen years and not a party to the issue. My work address is **2405 W. Third Street, Los Angeles, California 90057.**

On **August 21, 2014** I served the attached **Letter to Ms. Elizabeth Sanchez submitting additions, deletions and modifications to the Memorandum of Understanding** by placing a true copy enclosed in a sealed envelope with postage fully prepaid in the United States mail, address as follows:

**Ms. Elizabeth Sanchez
Director of Labor Relations
University of California, Riverside
1160 University Avenue
Riverside, CA 92507**

I declare under penalty of perjury that the foregoing is true and correct and that this declaration was executed on:

Thursday, August 21, 2014 in Los Angeles, CA



Rhea Flaten