



Employee and Labor Relations
Human Resources
1160 University Ave.
Riverside, CA 92521

Proof of Service by US Mail

August 29, 2014

Ken Capehart, Assistant Business Manager
International Union of Operating Engineers, Local 501
2405 West 3rd Street
Los Angeles, CA 90057

Re: Successor Bargaining – University’s Initial Bargaining Proposals

Dear Ken,

This letter will serve as the University of California Riverside’s notice of articles that we intend to open for successor bargaining with IUOE Local 501. The University of California intends to make proposals in the following:

Article 7. Hours of Work

Update article to reflect changes made upon implementation of bi-weekly pay. Clarify language regarding call-back time

Article 13. Sick Leave

Update article to reflect changes made upon implementation of bi-weekly pay.

Article 14. Vacation

Update article to reflect changes made upon implementation of bi-weekly pay.

Article 24. Grievance Procedure

Modify language to allow for electronic filing of grievances and to provide for grievances pending upon voluntary separation of grievant to be considered withdrawn.

Article 28. Protective Clothing

Clarify language regarding safety shoes.

Article 47. Shift Differential

Clarify language regarding eligibility and payment of shift differential.

Article 48. Wages

Add language regarding merit step increases.

Please be advised that the University of California Riverside reserves the right to add, modify and/or delete proposals identified herein, to add proposals from articles and appendices other than those contained herein, and to make proposals and/or counter proposals to any article opened by IUOE Local 501.

Sincerely,

Elizabeth Sanchez
Director, Employee and Labor Relations