

International Union of Operating Engineers Local 501

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August 21, 2018

Alex Najera

University of California Riverside

900 University Ave

Riverside, CA 92521

Dear Alex Najera,

ARTICLE 1. RECOGNITION

The Union wishes to make changes to this Article.

ARTICLE 2. DURATION OF AGREEMENT

The Union wishes to make changes to this Article.

ARTICLE 3. MANAGEMENT RIGHTS

No Change.

ARTICLE 4. NONDISCRIMINATION IN EMPLOYMENT

No Change.

ARTICLE 5. PROBATIONARY PERIOD

No Change.

ARTICLE 6. POSITIONS/ APPOINTMENTS

No Change.

ARTICLE 7. HOURS OF WORK

The Union wishes to make changes.

ARTICLE 8. OVERTIME

No Change.

ARTICLE 9. PERFORMANCE EVALUATION

The Union wishes to make changes.

ARTICLE 10. PROMOTIONS, TRANSFERS

The Union wishes to make changes.

ARTICLE 11. OUT-OF-CLASS ASSIGNMENT

No Changes.

ARTICLE 12. HOLIDAYS

The Union wishes to make changes.

ARTICLE 13. SICK LEAVE

No Changes.

ARTICLE 14. VACATION

The Union wishes to make changes.

ARTICLE 15. WORK-INCURRED INJURY OR ILLNESS

The Union wishes to make changes.

ARTICLE 16. MILITARY LEAVE

The Union wishes to make changes.

ARTICLE 17. LEAVES OF ABSENCE

The Union wishes to make changes.



ARTICLE 18. JURY DUTY/WITNESS PAY

No Changes.

ARTICLE 19. DISCIPLINE AND DISMISSAL

The Union wishes to make changes.

ARTICLE 20. LAYOFF AND REDUCTION IN TIME

No Changes.

ARTICLE 21. SUBCONTRACTING

The Union wishes to make changes.

ARTICLE 22. UNIT WORK

The Union wishes to make changes.

ARTICLE 23. COMPLAINT PROCEDURE

No changes.

ARTICLE 24. GRIEVANCE PROCEDURE

The Union wishes to make changes.

ARTICLE 25. ARBITRATION PROCEDURE

The Union wishes to make changes.

ARTICLE 27. SAFETY COMMITTEE

No Changes.

ARTICLE 28. PROTECTIVE CLOTHING AND EQUIPMENT

The Union wishes to make changes.

ARTICLE 29. TRAINING

The Union wishes to make changes.

ARTICLE 30. PARKING

The Union wishes to make changes.

ARTICLE 31. MILEAGE REIMBURSEMENT

No Changes.

ARTICLE 32. MEDICAL SEPARATION

The Union wishes to make changes.

ARTICLE 33. REASONABLE ACCOMMODATION

The Union wishes to make changes.

ARTICLE 34. DEATH PAYMENTS

No Changes.

ARTICLE 35. UNION STEWARDS

No Changes.

ARTICLE 36. LABOR-MANAGEMENT RELATIONS

No Changes.

ARTICLE 37. UNION ACCESS

No Changes.

ARTICLE 38. USE OF UNIVERSITY FACILITIES

No Changes.

ARTICLE 39. BULLETIN BOARDS

No Changes.

ARTICLE 40. RELEASE TIME FOR MEET AND CONFER

No Changes.

ARTICLE 41. LEAVE OF ABSENCE - UNION BUSINESS

No Changes.

ARTICLE 42. DUES DEDUCTIONS

The Union wishes to make changes.

ARTICLE 43. SEVERABILITY

No Changes.

ARTICLE 44. NO STRIKE

No Changes.

ARTICLE 45. WAIVER

No Changes.

ARTICLE 46. INSURANCE AND RETIREMENT BENEFITS

The Union wishes to make changes.

ARTICLE 47. SHIFT DIFFERENTIAL

The Union wishes to make changes.

ARTICLE 48. WAGES

The Union wishes to make changes.

Appendix C.: Safety Shoes

The Union wishes to make changes.

Appendix D.: HDRS On-Call Procedure

GUIDELINES AND PROCEDURES

The Union wishes to make changes.

SIDE LETTER: BARGAINING UNIT WORK

The Union wishes to make changes.

Side Letter: Article 48, Wages

The Union wishes to make changes.



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 counterproposals and/or to 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 nonpaid, 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,

Mark Fragoso