International Union of Operating Engineers Local 501
K5 Agreement
Bargaining proposals (Sunshine)

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ARTICLE 1. RECOGNITION
The Union intends to open Article. Negotiate appropriate classifications.

ARTICLE 2. DURATION OF AGREEMENT
The Union intends to open Article. Propose a new term.

ARTICLE 3. MANAGEMENT RIGHTS
The Union intends to maintain the current contract language.

ARTICLE 4. NONDISCRIMINATION IN EMPLOYMENT
The Union intends to open article. Negotiate improvement.

ARTICLE 5. PROBATIONARY PERIOD
The Union intends to open Article. Negotiate improvements. Ensure service time earned.

ARTICLE 6. POSITIONS/APPOINTMENTS
The Union intends to open article. Negotiate improvements.

ARTICLE 7. HOURS OF WORK
The Union intends to open article. Negotiate improvement of work shifts and hours worked. Include catastrophic leave for natural disasters, pandemics.

ARTICLE 8. OVERTIME
The Union intends to open the article. Negotiate improvements to ensure proper distribution.

ARTICLE 9. PERFORMANCE EVALUATION
The Union intends to open Article. Negotiate improvements.

ARTICLE 10. PROMOTIONS, TRANSFERS
The Union intends to open Article. Negotiate improvements.

ARTICLE 11. OUT-OF-CLASS ASSIGNMENT
The Union intends to open Article. Negotiate improvements.

ARTICLE 12. HOLIDAYS
The Union intends to open article. Negotiate improvements. Update holidays.

ARTICLE 13. SICK LEAVE
The Union intends to open article. Negotiate improvements.

ARTICLE 14. VACATION
The Union intends to open Article. Negotiate improvements.

ARTICLE 15. WORK-INCURRED INJURY OR ILLNESS
The Union intends to open Article. Negotiate improvements.

ARTICLE 16. MILITARY LEAVE
The Union intends to open Article. Negotiate improvements.

ARTICLE 17. LEAVES OF ABSENCE
The Union intends to open Article. Include paid family care and bonding agreement language.

ARTICLE 18. JURY DUTY/WITNESS PAY
The Union intends to open Article. Negotiate improvements.

ARTICLE 19. DISCIPLINE AND DISMISSAL
The Union intends to open Article. Negotiate improvements.
ARTICLE 20. LAYOFF AND REDUCTION IN TIME
The Union intends to open Article. Negotiate improvements.

ARTICLE 21. SUBCONTRACTING
The Union intends to open Article. Negotiate improvements.

ARTICLE 22. UNIT WORK
The Union intends to open Article. Negotiate improvements.

ARTICLE 23. COMPLAINT PROCEDURE
The Union intends to open Article. Negotiate improvements.

ARTICLE 24. GRIEVANCE PROCEDURE
The Union intends to open Article. Negotiate improvements.

ARTICLE 25. ARBITRATION PROCEDURE
The Union intends to open Article. Negotiate improvements to process.

ARTICLE 26. SAFETY
The Union intends to open Article. Negotiate improvements.

ARTICLE 27. SAFETY COMMITTEE
The Union intends to open Article. Negotiate improvements.

ARTICLE 28. PROTECTIVE CLOTHING AND EQUIPMENT
The Union intends to open Article. Negotiate improvements.

ARTICLE 29. TRAINING
The Union intends to open Article. Negotiate improvements.

ARTICLE 30. PARKING
The Union intends to open Article. Negotiate improvements.

ARTICLE 31. MILEAGE REIMBURSEMENT
The Union intends to open Article. Negotiate improvements.

ARTICLE 32. MEDICAL SEPARATION
The Union intends to open Article. Negotiate improvements.

ARTICLE 33. REASONABLE ACCOMMODATION
The Union intends to open Article. Negotiate improvements.

ARTICLE 34. DEATH PAYMENTS
The Union intends to open Article. Negotiate improvements.

ARTICLE 35. UNION SHOP STEWARDS
The Union intends to open Article. Negotiate improvements.

ARTICLE 36. LABOR-MANAGEMENT RELATIONS
The Union intends to open Article. Negotiate improvements.

ARTICLE 37. UNION ACCESS
The Union intends to open Article. Negotiate improvements to access.

ARTICLE 38. USE OF UNIVERSITY FACILITIES
The Union intends to open Article. Negotiate improvements for accessibility.

ARTICLE 39. BULLETIN BOARDS
The Union intends to open Article. Negotiate improvements for communication.

ARTICLE 40. RELEASE TIME FOR MEET AND CONFER
The Union intends to open Article. Negotiate improvements for participants.

ARTICLE 41. LEAVE OF ABSENCE - UNION BUSINESS
The Union intends to open Article. Negotiate improvements for duly appointed job stewards.

ARTICLE 42. DUES DEDUCTIONS
The Union intends to open Article.

ARTICLE 43. SEVERABILITY
The Union intends to maintain the current contract language.

ARTICLE 44. NO STRIKE
The Union intends to maintain the current contract language.

ARTICLE 45. WAIVER
The Union intends to maintain the current contract language.

ARTICLE 46. INSURANCE AND RETIREMENT BENEFITS
The Union intends to open Article. Negotiate improvement to benefits for new hires.

ARTICLE 47. SHIFT DIFFERENTIAL
The Union intends to open Article. Negotiate improvements.

ARTICLE 48. WAGES
The Union intends to open Article. Negotiate improvements.

The Union intends to open all Appendices.

New Proposals.

NEW Apprenticeship

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