

**Addendum to the
Agreement Between
The Board of Trustees
of
The California State University
and the
International Union of Operating Engineers
Local 39, AFL-CIO**

*Unit 10 - Crafts, Maintenance & Stationary Engineer
Employees at the California Maritime Academy*

July 1, 2006 - June 30, 2007



International Union of
Operating Engineers
337 Valencia Street
San Francisco, CA 94103



The California State University
Office of the Chancellor
401 Golden Shore
Long Beach, CA 90802-4210

CSU The California State University

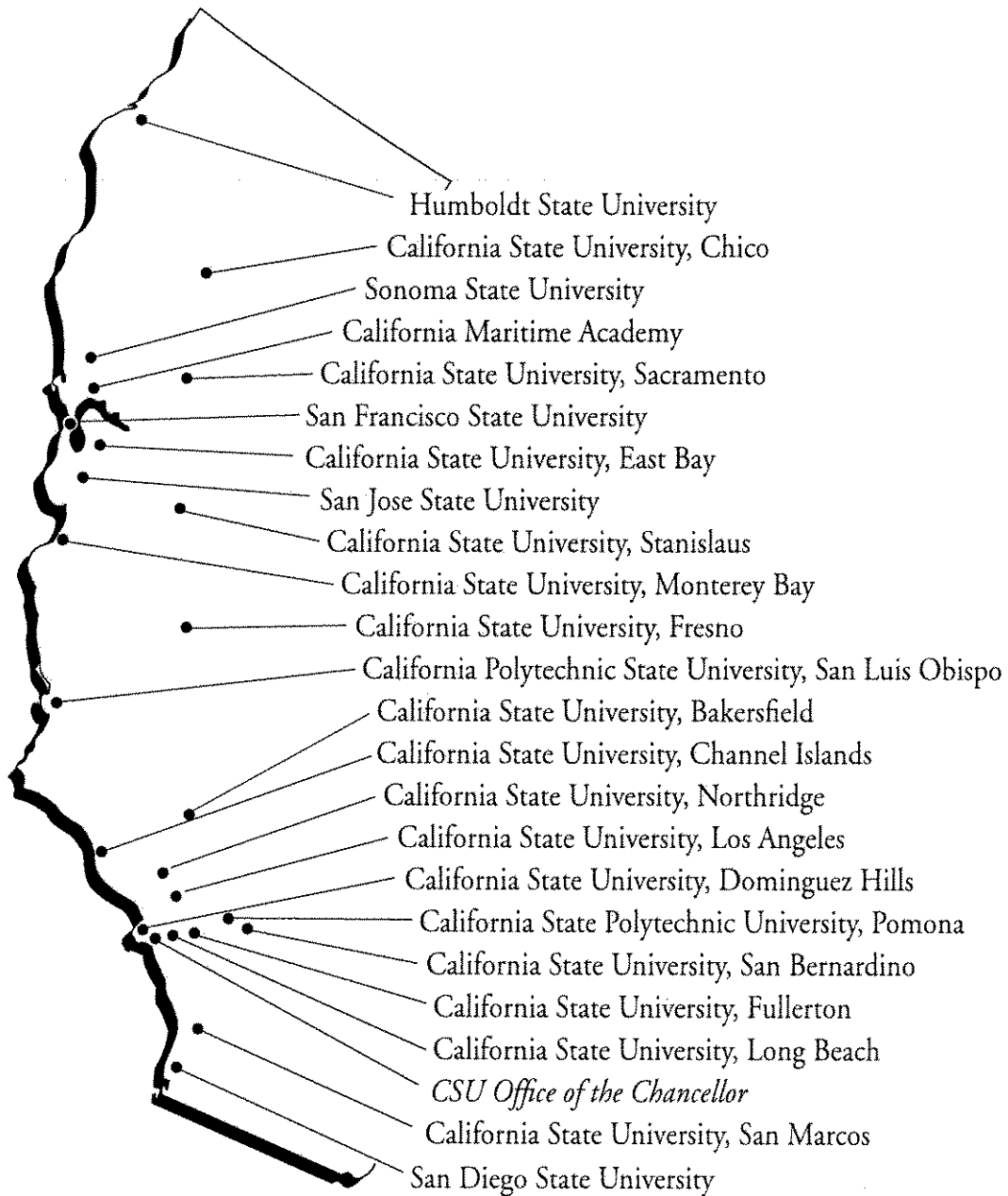


TABLE OF CONTENTS

		<u>Page</u>
ARTICLE 24	SALARY	1
	General Salary Increase	1
	Probationary Increase.....	1
	Merit Pay	2
	Classification Changes	3
	Payment Above the Journey Level Salary Rate.....	3
	Payment Above the Performance Maximum Salary Rate.....	3
	10/12 Pay Plan.....	4
	Shift Differential	5
	Sunday Pay Differential	6
	Cruise Compensation	6
	Pesticide Applicator License Bonus	6
	Backflow Testing and Water Treatment Operator Certification Bonus	6
ARTICLE 25	BENEFITS.....	7
	Health	7
	Health Premium Conversion	7
	Dental.....	7
	Vision Care.....	7
	Dependent Care Reimbursement	8
	Health Care Reimbursement	8
	Eligible Employees.....	8
	Eligible Family Members	8
	Industrial Disability Leave	9
	Non-Industrial Disability Insurance	9
	Recreational Facilities.....	9
	Information Regarding Benefits.....	10
	Parking.....	10
	Travel Reimbursement.....	10
	Retirement.....	10
	FlexCash Plan	11
	403(b).....	11
	Employee Assistance Programs.....	11
ARTICLE 28	TRAINING AND DEVELOPMENT	12
	General Training	12
	Fee Waiver.....	12
APPENDIX A	SALARY SCHEDULE.....	15

ARTICLE 24

SALARY

- 24.1 The salary schedule for bargaining unit employees shall be found in Appendix A and incorporated in this Agreement by reference.
- 24.2 For each classification and salary range, there shall be a Minimum Salary Rate, a Journey Level Salary Rate, and a Performance Maximum Salary Rate. The range between the Minimum Salary Rate, the Journey Level Salary Rate, and the Performance Maximum Salary Rate, shall be an "open range" with no incremental salary steps. For the classifications of CMA Stationary Engineer and CMA Chief Engineer, the Minimum Salary Rate and the Journey Level Salary Rate shall be the same amount.
- a. The Journey Level Salary Rate is the maximum rate that an employee's salary may reach through Service-based Salary Increases.
 - b. For each classification and salary range, there shall be a Performance Maximum Salary Rate that is twenty percent (20%) higher than the Journey Level Salary Rate.
- 24.3 Each incumbent employee shall be assigned to a salary rate within the salary range appropriate to his/her classification. New hires shall be assigned to the Minimum Salary Rate which is three and a half percent (3.5%) less than the Journey Level Salary Rate.

General Salary Increase

- 24.4 A General Salary Increase (GSI) is a percentage increase applied to the individual salary rates of all bargaining unit members and to the Salary Schedule as provided in 24.3 above.
- a. For fiscal year 2006-2007, the General Salary Increase (GSI) shall be three (3.0) percent effective July 1, 2006 provided the Union ratifies the Agreement no later than August 31, 2006.

Probationary Increase

- 24.5 Employees who successfully complete probation and who have not yet reached the Journey Level Salary Rate shall automatically advance to the proscribed Journey Level wage rate effective the first pay period after passing probation. Effective the first pay period after ratification of this successor

agreement by both parties, any permanent employee who has previously passed probation and has not yet reached the Journey Level wage rate shall also receive an increase to raise his/her salary to the Journey Level wage rate.

Merit Pay

- 24.6 A Performance-based Salary Increase (PSI) may be granted in accordance with the procedure provided in this Article as recognition for employees' contributions at work.
- 24.7 For fiscal year 2006/2007 no funds shall be dedicated to the Performance-based Salary Increase Program.
- 24.8 Each employee shall receive a performance evaluation in accordance with Article 19 (Evaluation). In addition to the individual ratings on the Performance Evaluation form, each employee will receive an overall rating based on the employee's overall performance.
- 24.9 All employees, except Apprentices, with an overall rating of Exceeds Expectations shall receive a Performance-based Salary Increase in those years when a Performance-based Salary Increase pool has been negotiated and/or the campus designates funds for a Performance-based Salary Increase. The Performance-based Salary Increases shall be a percentage increase to an employee's base salary unless the employee is at the Performance Maximum for his/her classification. The percentage award will be the same for all employees with the Exceeds Expectations rating.
- 24.10 Once an employee reaches his/her Performance Maximum, any remaining or additional merit pay awards shall be in the form of a bonus (not a permanent increase in the base salary of the individual). Bonuses shall be in the form of a percentage of gross pay earned by the employee receiving the bonus for the period of the performance evaluation.
- 24.11 Merit increases shall be retroactive to July 1 each year the Merit Pay Program is funded for employees who are awarded a merit increase and who are on the active payroll when the increases are processed.
- 24.12 The CSU shall provide to the Union no later than December 1 of each year the Merit Pay Program is funded a list of individual employees receiving merit increases and the amount of each increase. If the total funds negotiated for any fiscal year in which the Merit Pay Program is funded are not allocated or encumbered by December 1, the Union and the CSU shall meet, no later than February 1 of that fiscal year to negotiate regarding the unallocated or unencumbered funds.

24.13 In addition to any amount negotiated by the parties for merit increases in any fiscal year, the campus may provide additional funds. These funds may be awarded at any time in a manner determined by the President, provided the employee's salary does not exceed the Performance Maximum of the employee's classification. Such awards shall not be subject to the grievance procedure.

Classification Changes

24.14 When an employee moves to a lower classification in the same occupational group, the appropriate rate in the salary range shall be determined by the President by recognizing any previous service in the lower class and service in the higher classification.

24.15 When an employee moves to a lower classification in another occupational group, the appropriate rate in the salary range shall be determined by the President, except that in no case shall the new rate exceed the rate received in the higher classification. Determination of the appropriate rate in such cases shall be made by using the same criteria as would be used for an initial appointment to that classification.

24.16 When an employee moves without a break in service to a classification with a higher salary range, the appropriate rate in the salary range shall be at least five percent (5%) or higher if so determined by the President.

Payment Above the Journey Level Salary Rate

24.17 A payment above the Journey Level Salary Rate of the salary range for a class may result from merit increases provided in accordance with provisions 24.8 through 24.11 above.

Payment Above the Performance Maximum Salary Rate

24.18 A payment above the Performance Maximum Rate of the salary range for a class may be granted by the President when an employee moves to a class with a lower salary range.

- a. If a payment above the Performance Maximum Rate is granted, the employee shall retain either the salary currently being paid or a salary up to twenty-five percent (25%) above the Performance Maximum Rate of the lower class, whichever is less. The employee shall remain at that salary rate until the Performance Maximum Rate of the lower class

equals or exceeds the payment above the Performance Maximum Rate or until the authorized time period for maintaining the payment above the Performance Maximum Rate expires, whichever occurs first.

- b. During the period of time an employee's salary remains above the Performance Maximum Rate of the range for the class, the employee shall not receive further SSIs, GSIs, and/or merit.
- c. A payment above the Performance Maximum Rate shall not exceed twenty-five percent (25%) above the Performance Maximum Rate of the salary range of the class to which the employee is moving. An employee may retain a payment above the Performance Maximum Rate for up to five (5) years.
- d. Payment above the Performance Maximum Rate shall not be authorized for an employee when an employee, for personal convenience, requests voluntary demotion or when an employee is demoted for cause other than for medical reasons.
- e. An employee who was compensated at a salary rate above the Performance Maximum Rate prior to a permanent separation will not be entitled to a payment above the Performance Maximum Rate upon his/her return to work. Also, the authorization for a payment above the Performance Maximum Rate shall be canceled if the employee refuses an offer of appointment to a position at the campus in a class at a salary level equivalent to the original classes from which the employee was moved.

10/12 Pay Plan

- 24.19 Probationary and permanent employees shall be eligible to request participation in the 10/12 or 11/12 pay plan.
- 24.20 The assignment of an eligible employee into the 10/12 or 11/12 pay plan and the yearly schedule shall be by mutual agreement of the appropriate administrator and the employee. Final approval by the President is required prior to employee participation in the 10/12 pay plan.
- 24.21 Withdrawal from participation in the 10/12 or 11/12 pay plan and return to a twelve (12) month annual work year may be requested by an employee in accordance with campus procedures. The President shall make a final determination as to the approval or denial of such requests.

- 24.22 An employee participating in the 10/12 or 11/12 pay plan shall receive his/her (10-month or 11-month) annual salary in twelve (12) salary warrants and appropriate benefits on a twelve (12) month basis.
- 24.23 An employee moving from a twelve (12) month status to the 10/12 or 11/12 pay plan shall retain his/her salary anniversary date.
- 24.24 An employee on the 10/12 or 11/12 pay plan shall accrue sick leave, vacation, and seniority during the full twelve (12) month period.
- 24.25 Ten (10) months or eleven (11) months of service by an employee in the 10/12 or 11/12 pay plan shall constitute one (1) year of service for employment status matters, merit salary adjustments, and retirement.
- 24.26 Participation in or withdrawal from the 10/12 or 11/12 pay plans shall not be subject to Article 9, Grievance Procedure.

Shift Differential

- 24.27 There are three (3) shifts: day, swing, and graveyard. The day shift includes the hours between six (6) a.m. to six (6) p.m. The swing shift includes the hours between six (6) p.m. and midnight. The graveyard shift includes the hours between midnight and six (6) a.m.
- 24.28 Employees, except for CMA Stationary Engineers and Chief Engineers, who work four (4) or more hours in the swing shift, shall be paid a shift differential of forty (40) cents per hour for the employee's entire shift. CMA Stationary Engineers, Stationary Engineer Apprentices, and Chief Engineers who work four (4) or more hours in the swing shift shall be paid a shift differential of ninety (90) cents per hour for the employee's entire shift.
- 24.29 Employees, except for CMA Stationary Engineers and Chief Engineers, who work four (4) or more hours in the graveyard shift, shall be paid a shift differential of fifty (50) cents per hour for the employee's entire shift. CMA Stationary Engineers, Stationary Engineer Apprentices, and Chief Engineers who work four (4) or more hours in the graveyard shift shall be paid a shift differential of 1 (one) dollar per hour for the employee's entire shift.
- 24.30 To qualify for payment of a shift differential, an employee must:
- a. be assigned hours of work of which at least four (4) hours are within a regularly scheduled swing or graveyard shift; and

- b. be employed in a class that has been designated as eligible for a shift differential.

24.31 In addition, an employee who is in a class not eligible for shift differential shall be eligible for shift differential if:

- a. the employee is assigned hours of work of which at least four (4) hours are within a scheduled graveyard or swing shift; and
- b. the employee is temporarily assigned to a graveyard or swing shift and does not work his/her regularly scheduled day shift. Such temporary assignment shall not result in either call-back or overtime pay.

Sunday Pay Differential

24.32 Employees who are regularly scheduled to work on Sundays shall receive a differential of two dollars (\$2.00) per hour for the entire shift. The Sunday pay differential shall not be added to or combined with any other pay differential or premium pay.

Cruise Compensation

24.33 If a bargaining unit employee(s) is assigned to sea duty on a regularly scheduled cruise, upon the request of the Union, the parties shall meet and confer regarding the compensation of such an employee(s) for the period of sea duty.

Pesticide Applicator License Bonus

24.34 Employees who are required by the CSU to obtain a Pesticide Applicator License shall be paid three hundred dollars (\$300) upon successful completion of the training and receipt of the license. The three hundred dollar (\$300) payment is a one-time payment for receipt of the license or certification. Employees shall receive another three hundred dollars (\$300) upon completion of retraining and receipt of the license renewal. The decision on which employee(s) are to obtain a license is solely that of the Director of Facilities at CMA or his/her designee.

Backflow Testing and Water Treatment Operator Certification Bonus

24.35 Employees who are required by the CSU to obtain a backflow testing license or the appropriate water treatment operator certificate shall be paid two hundred dollars (\$200) upon successful completion of the training and receipt of the license or certification. The two hundred dollar (\$200) payment is a

one-time payment for receipt of the license or certification. Employees shall receive another two hundred dollars (\$200) upon completion of retraining and receipt of the recertification or license renewal. The decision on which employee(s) are to obtain a license or certification is solely that of the Director of Facilities at CMA or his/her designee.

ARTICLE 25

BENEFITS

Health

25.1 Eligible employees and eligible family members as defined by CalPERS shall receive health benefits offered through the CalPERS system for the life of the agreement. Payment for these benefits shall be based on rates established by the CalPERS for participating members. For the duration of this Agreement, the Employer contribution shall be based on the current formula as provided in Government Code Section 22871.

Health Premium Conversion

25.2 All bargaining unit employees who contribute toward health benefits pursuant to provision 25.1 shall be entitled to participate in the CSU Health Premium Conversion Program. The terms of this program shall be determined by the CSU. All administrative costs for participation shall be paid by participating employees.

Dental

25.3 For the duration of this agreement, the dental benefits provided by CSU through the insurer(s) selected by CSU for its indemnity and prepaid dental plans shall be offered to eligible employees and eligible family members as defined in provisions 25.7 and 25.8. The level of benefits shall be the CSU Enhanced Level I Indemnity Dental Plan and the CSU Basic Prepaid Dental Plan. The Employer's contribution to such plans shall equal one hundred percent (100%) of the basic monthly premium.

Vision Care

25.4 Eligible employees and eligible family members as defined in provisions 25.7 and 25.8 shall be entitled to receive vision care benefits. Such benefits shall be provided by the CSU through carriers selected by the CSU. For the duration

of this Agreement, the Employer's contribution shall equal one hundred percent (100%) of the basic monthly premium.

Dependent Care Reimbursement

25.5 All bargaining unit employees shall be entitled to participate in the CSU Dependent Care Reimbursement Program. The terms of this program shall be determined by the CSU and IRS Regulations. All administrative costs for participation shall be paid by participating employees.

Health Care Reimbursement

25.6 All eligible bargaining unit employees shall be entitled to participate in the CSU Health Care Reimbursement Account (HCRA) Plan. The terms of this plan shall be determined by CSU and IRS regulations. All administrative costs for participation shall be paid by participating employees.

Eligible Employees

25.7 The term "eligible employee(s)" as used in this Article shall mean an employee or employees who are appointed half-time or more for more than six (6) months.

Eligible Family Members

25.8 The term "eligible family members" as used in this Article shall mean the eligible employee's legal spouse and unmarried children from birth to the end of the month in which the dependent children reach age twenty-three (23). An adopted child, stepchild, or an unmarried child living with the employee in a parent-child relationship who is economically dependent upon the employee is also eligible. An unmarried disabled child over age twenty-three (23) may also be enrolled if, at the time of initial enrollment of the employee, satisfactory evidence of such disability is presented to the carrier, consistent with the carrier's requirements. Upon attaining age twenty-three (23), a disabled child who is already enrolled may be continued in enrollment if satisfactory evidence of that disability is filed with the carrier in accordance with the carrier's criteria.

The parties agree to extend health, dental and vision benefits to domestic partners, as defined pursuant to section 297 et. Seq. of the Family Code, Article 9, section 22867 et. Seq. of the Government Code and section 1261 of the Health and Safety Code, of benefit eligible employees in the bargaining unit. The parties further agree that the registration of domestic partners of benefit eligible employees, and all other procedures and conditions required

to receive health benefits as currently set forth in PERS Circular Letter 200-189-04, shall also apply to the receipt of dental and vision benefits. If said PERS regulations are revised, Circular Letter 200-189-04 as amended will control the implementation of health, dental and vision benefits for the domestic partners of benefit eligible employees.

- 25.9 No provision contained in this Article shall be implemented unless and until the amount required therefore is appropriated by the Legislature and made available to the CSU for expenditures for such purposes.

Industrial Disability Leave

- 25.10 Upon written notification to CSU by an eligible employee, he/she may elect to supplement IDL payments with charges to his/her accrued sick leave. Such an election shall be made no later than fifteen (15) days after the report of the injury for which the IDL is being paid.
- 25.11 Such supplement shall continue until the employee has exhausted his/her accrued sick leave or until the employee provides to the CSU written notification he/she wishes to discontinue the supplement. Such a notice shall be provided fifteen (15) days prior to the effective date of such a discontinuation.
- 25.12 Such a supplement to IDL payments shall not result in the employee receiving a payment in excess of his/her regular salary or wage.
- 25.13 All payments received by an employee while on IDL shall be subject to mandatory and authorized voluntary deductions.

Non-Industrial Disability Insurance

- 25.14 The maximum weekly payment for eligible employees shall be one hundred thirty-five dollars (\$135.00).

Recreational Facilities

- 25.15 Full-time employees shall have access to CMA recreational facilities unless the President has determined that such access interferes with the authorized use of the facilities. A fee equal to the CSU costs may be charged. The use of CMA recreational facilities by employees shall be wholly voluntary and shall not be considered as time worked.

Information Regarding Benefits

- 25.16 The CMA Human Resources Office shall provide information concerning an individual employee's rights under NDI, IDL, Temporary Disability, Social Security, and/or PERS retirement options.

Parking

- 25.17 An employee wishing to park at the CMA facility shall pay the CSU parking fee in accordance with CSU campus policy. The CSU shall provide for payroll deductions for this purpose upon written authorization by the employee. The CSU will meet with the Union in order to notify the Union of any parking fee increases during the life of this Agreement.

Travel Reimbursement

- 25.18 Employee expenses incurred as a result of travel on official CSU business shall be reimbursed in accordance with the travel reimbursement rates established by the CSU. The CSU shall provide the Union with the current travel rates. Any proposed reduction in the current rates, which affect bargaining unit members, shall be subject to the meet and confer process.

Retirement

- 25.19 Subject to CalPERS approval and in accordance with current retirement law, the parties agree that any CMA employee that immediately prior to the CMA transition to the CSU was enrolled in the CalPERS Tier 2 retirement plan shall become a member of the CalPERS Tier 1 retirement plan, pursuant to any and all requirements of CalPERS.
- 25.20 Part-time and temporary employees who do not otherwise participate in the California Public Employees Retirement System will be included in the Department of Personnel Administration's Part-Time/Seasonal/Temporary Retirement Plan (PST), a FICA-Safe Harbor Plan, in accordance with the regulations under section 3121(b) (7) (f) of the Internal Revenue Code. The total cost of the Plan will be paid by participating employees in the form of a seven and one-half percent (7.5%) pretax reduction, in accordance with section 414(h) of the Internal Revenue Code, from a participating employee's covered wages each pay period. The total cost for participation in the plan will be borne by the employee.

FlexCash Plan

25.21 All employees eligible for either health insurance pursuant to provisions 25.1 of the Agreement, or dental insurance pursuant to provisions 25.3 of the Agreement, shall be entitled to waive health and/or dental insurance in exchange for the following monthly payments:

- | | |
|---------------------------|-----------------|
| 1. Waive medical & dental | \$140 per month |
| 2. Waive medical only | \$128 per month |
| 3. Waive dental only | \$ 12 per month |

In order to participate, each employee will be required to request participation and certify that he/she has alternate non-CSU insurance for the CSU insurance being waived. The terms of this program shall be determined by the CSU. All administrative cost for participation shall be paid by the participating employees.

403 (b)

25.22 Bargaining unit members shall be eligible to participate in the 403(b) program in accordance with the regulations and procedures established by CSU and in accordance with IRS regulations.

Employee Assistance Programs

25.23 The CMA shall provide an Employee Assistance Program. The intent of the Employee Assistance Program is to address problems and treatment for abuse of alcohol, drugs and other personal problems.

Employees are encouraged to voluntarily participate in the Employee Assistance Program to address alcohol, drug, or other personal problems. CMA will endeavor to assist an employee's voluntary efforts related to participation in the program. As a means of correcting job performance problems, CMA may refer an employee to the Employee Assistance Program.

Upon approval, an employee undergoing treatment may use accrued sick leave, CTO, and vacation leave credits for such a purpose. Leaves of absence without pay may be granted by the President upon the recommendation of the Employee Assistance Program Coordinator if all sick leave, holiday credits, vacation and CTO have been exhausted and the employee is not eligible to use Industrial Disability Leave or Non-Industrial Disability Insurance Leave.

Medical records concerning an employee's treatment for alcoholism, drug abuse, or other personal problems shall remain confidential and shall remain separate from other personnel materials in the personnel files.

The President may elect to defer further or pending disciplinary action until the completion of the rehabilitation program and a reasonable period of time after the employee has returned to work. At the end of this reasonable period, the decision to impose discipline will be reevaluated.

ARTICLE 28

TRAINING AND DEVELOPMENT

General Training

- 28.1 An employee wishing training may submit a written request to the appropriate administrator. Such a request may include, but is not limited to, release time with pay, flexible working hours, tuition, and travel. The appropriate administrator shall respond to such requests in writing.
- 28.2 When an employee is required by an appropriate administrator to take work-related training, the employee shall be granted release time for such training if it occurs during working hours. When an employee is required by an appropriate administrator to take work-related training during non-working hours, such time shall be counted as hours worked for the purpose of computing overtime pay. Appropriate costs for such training shall be borne by the CSU.

Fee Waiver

- 28.3 The appropriate administrator may approve requests from all full-time and part-time permanent employees for enrollment in a maximum of two (2) CSU courses or six (6) units, whichever is greater, per semester/quarter (exclusive of courses in self-support programs) on the fee waiver program subject to the following conditions:
- a. The course shall be job-related or shall be a part of an approved Career Development Plan.
 - b. The operational needs of the department are met in an orderly and normal manner.

- c. CSU admission requirements shall be met or waived for an approved Career Development Plan. CSU admission requirements shall not apply for job-related courses.
- 28.4 An employee taking a course(s) subject to provision 28.3 of this Article shall be granted reasonable release time for one (1) on-campus course per semester/quarter.
- 28.5 The course of study for a Career Development Plan will be established by the employee and an appropriate advisor. Career development courses shall relate to future career opportunities and assignments within the CSU, but need not be in the employee's technical specialty.
- 28.6 Employees on a leave of absence who otherwise are eligible to request a fee waiver may request a fee waiver for enrollment in more than two (2) courses per semester/quarter.
- 28.7 In order for an employee to continue participating in this program normal academic standards shall be maintained. Courses taken on the fee waiver program shall be taken for credit and not audited.
- 28.8 A record of completed courses may be placed in the employee's official personnel file.
- 28.9 Employees eligible for participation in the CSU Fee Waiver Program as defined in provision 28.3 may transfer their existing Fee Waiver benefit entitlement maximum as defined in provision 28.3 to only one person per academic term who is a spouse, domestic partner, or dependent child, subject to the following conditions:
- a. the courses are taken by a spouse, domestic partner, or dependent child who is matriculated toward a degree and the courses are for credit toward the degree's requirements;
 - b. this Fee Waiver benefit does not apply to out-of-state tuition;
 - c. the administration determines that there is space available in such course offerings for the spouse, domestic partner, or dependent child;
 - d. eligibility for this program commences with the Fall Quarter/term 2004. Participation by an eligible employee's spouse, dependent child, or domestic partner is subject to each CSU campus' standard admission and registration policies and procedures. Eligibility criteria for domestic partners shall be those used to determine such eligibility for health benefits.

28.10 The term "fee waiver" as used in this Article means a program that waives or reduces fees as listed below.

The following fees shall be fully waived:

- Application Fee
- Identification Card Fee
- Instructionally Related Activity Fee
- Health Services Fee

The following fees shall be reduced to one dollar (\$1):

- Student Body Association Fee
(may not be waived or reduced for dependents)
- Student Union Fee
- Health Facilities Fee

The State University Fee shall be waived for the units of courses taken in the CSU fee waiver program. Employees taking CSU courses in addition to the CSU fee waiver courses shall pay the difference between the full State University Fee and the part-time State University Fee.


SALARY SCHEDULE

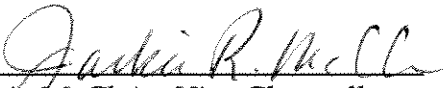
The Unit 1 salary schedule can be found at:

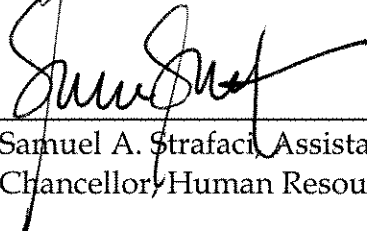
<http://www.calstate.edu/hrpims/salary/SalarySchd20060829.pdf>


IN WITNESS WHEREOF, the parties hereto, by their authorized representatives, have executed this Addendum to the Memorandum of Understanding this 19th day of September 2006:

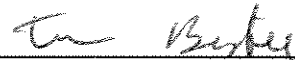
The California State University


By: 
Murray L. Galinson, Chair, Trustees'
Committee on Collective Bargaining

By: 
Jackie McClain, Vice Chancellor
Human Resources


By: 
Samuel A. Strafaci, Assistant Vice
Chancellor, Human Resources

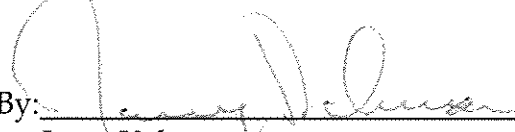
By: 
Bill Candella
Chief Negotiator

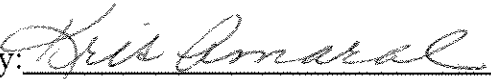
By: 
Tera Bisbee
Member, Negotiation Team

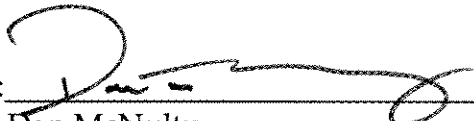
By: 
Carlos Portillo
Member, Negotiation Team

International Union of Operating
Engineers, Stationary Engineers,
Local 39, AFL-CIO

By: 
Madison Bland
President

By: 
Jerry Kalmar
Business Manager-Secretary

By: 
Kris Amaral
Business Representative

By: 
Dan McNulty
District Representative