



Stationary Engineers - Local 39

INTERNATIONAL UNION OF OPERATING ENGINEERS, AFL-CIO

BART FLORENCE
BUSINESS MANAGER-SECRETARY

March 7, 2024

Sent Via U.S. Certified Mail
#7022 3330 0002 1252 1386
And via email: sgusha@calstate.edu

Stefanie Gusha
Sr. Director, Collective Bargaining
California State University
401 Golden Shore, 4th Floor
Long Beach, CA 90802-4210

Dear Ms. Gusha,

This letter is to notify you of the Union's desire to re-open Article 24 and 25 (Salary and Benefits) of the bargaining unit agreement between the California State University (CSU) and International Union of Operating Engineers, Stationary Local 39 (Local 39).

Per Article 24.4(c) of the current bargaining unit agreement, Local 39 is requesting to re-open negotiations as defined by this article. I've included the referenced article below for your review:

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.

This letter is to also provide you with the Union's sunshine proposals, which are included below:

Article 6 – Contracting Out

The Union intends to review and propose amendments relating to contracting out as appropriate/necessary.

Article 11 – Hours of Work

The Union intends to review and propose amendments relating to hours of work as appropriate/necessary.

Article 12 – Overtime

The Union intends to review and propose amendments relating to overtime and call back as appropriate/necessary.

Article 14 – Vacation

The Union intends to review and propose amendments relating to vacation accruals and schedules as appropriate/necessary.

Article 22 – Assignment/Reassignment

The Union intends to review and propose amendments relating to out-of-classification assignments, classification review and new/revised classifications as appropriate/necessary.

Article 24 – Salary

The Union will propose a fair and equitable wage increase for all bargaining unit employees, which will reflect, at minimum, the increased cost of living of the surrounding area.

Article 25 – Benefits

The Union will propose improvements to various benefits that would provide for a more equitable benefit package to other CSU labor groups.

Article 27 – Apprenticeship Program

The Union intends to review and propose amendments relating to the apprenticeship program as appropriate/necessary.

Article 28 – Training & Development

The Union intends to review and propose amendments relating to training and development as appropriate/necessary.

Article 29 – Health & Safety

The Union intends to review and propose amendments relating to health and safety as appropriate/necessary.

Local 39 reserves the right to add to, modify, or delete proposals during this course of negotiations, in accordance with applicable laws. To prevent delay in convening negotiations, Local 39 requests that the above-mentioned Articles be added to the next CSU Board of Trustees meeting.

According to the MOU that the parties agreed to in negotiating our successor collective bargaining agreement (CBA), CSU was to commence a classification and compensation study for the bargaining unit within ninety days of ratification of the CBA, which was fully ratified by the parties effective November 9, 2021. In addition, CSU was to endeavor to complete the studies no later than the start of Fiscal Year 2022/2023. I've included the referenced MOU below for your review:

The CSU shall commence a classification and compensation study for all classifications covered by the IUOE CBA within ninety (90) days of ratification of this CBA. The CSU shall endeavor to complete the classification and compensation study no later than the start of Fiscal Year 2022/2023. CSU will provide IUOE with notice and a draft copy of any proposed changes to classification and qualification standards and/or compensation for Unit 10 classification(s). IUOE may demand to bargain over any reasonably foreseeable impacts within sixty (60) days of the notice.

As of current, Local 39 has not received any information or updates regarding these studies. To allow Local 39 to be better prepared for negotiations, can you please provide me with the status of the CSU initiated classification and compensation studies at your earliest opportunity?

Please contact me with proposed meeting dates/times at your earliest opportunity. I'd appreciate receiving an update to the above-mentioned studies prior to commencing negotiations.

If you have any questions, you are welcome to reach me via phone: (415) 861-1135, or by email: cpark@local39.org.

Sincerely,



Chung Y. Park
Business Representative

cc: Joseph Jelincic, Assistant Vice Chancellor, Collective Bargaining - Labor and Employee Relations, via email: jjelincic@calstate.edu