

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

**The International Union of Operating Engineers, Local 501 reserves the right to add to, subtract from or modify proposals or counterproposals during the course of bargaining.**

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 improve 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**

**The International Union of Operating Engineers, Local 501 reserves the right to add to, subtract from or modify proposals or counterproposals during the course of bargaining.**