

**DEPARTMENT OF PERSONNEL ADMINISTRATION
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT
FOR BARGAINING UNIT 12**

**Exclusive Employee Representative:
International Union of Operating Engineers (IUOE)**

Number of Employees: Approximately 10,381 full-time equivalents

I. Compensation

Personal Leave Program (PLP 2012)

- Effective July 1, 2012, the Personal Leave Program 2012 (PLP 2012) will apply to BU 12 employees. This program reduces pay equal to 8 hours per month, or approximately 4.62% in exchange for a day off each month. This program shall remain in effect for 12 consecutive months. The policy to administer the PLP 2012 program in relation to IUOE is contained in this agreement.

II. Retirement

- .5% employee contribution for the prefunding of retiree health benefits (OPEB) is deferred until July 1, 2013.

III. Miscellaneous

- Reduce the use of retired annuitants to only those of critical need and establishes policies and procedures to begin that process.
- Establish a Labor Management Committee to evaluate the contracting out of BU 12 work.
- Various non-economic contract changes:
 - Timely Payment Committee
 - CDCR Meal Tickets
 - Confidential License
 - Permanent Shift Change
 - Overtime Distribution
 - Out of Classification Assignments
- Contract contains supersession language.

IV. Duration

- Contract term remains the same, July 1, 2012 - July 1, 2013.
- Term of the PLP 2012 will be July 1, 2012 - June 30, 2013.

V. Fiscal

- FY 2012/13 Total Savings: \$28.5 Million
General Fund = \$9 Million, Other Funds = \$19.5 Million

VI. Agreement

- The complete Tentative Agreement between the State and is posted at: <http://www.dpa.ca.gov/bargaining/contracts/index.htm>