

**DEPARTMENT OF PERSONNEL ADMINISTRATION
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT
FOR BARGAINING UNITS 1, 3, 4, 11, 14, 15, 17, 20 and 21**

**Exclusive Employee Representative
Service Employees International Union, Local 1000 (SEIU)**

Number of Employees: Approximately 92,208 full time equivalents

I. Compensation

Personal Leave Program (PLP 2012)

- Effective July 1, 2012 through July 1, 2013, the Personal Leave Program (PLP 2012) will apply to BU 1, 3, 4, 11, 14, 15, 17, 20 and 21 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 months. The policy for the administration of the PLP 2012 program in relation to SEIU units is contained within the agreement.

II. Miscellaneous

- Reduce the use of retired annuitants to only those of critical need and establishes policies and procedures to begin that process. For example:
 - The state shall eliminate all non-mission critical Retired Annuitants who are performing SEIU bargaining unit work by September 1, 2012.
 - The State shall eliminate all non-represented student assistants/student aides/residential aides who are performing SEIU bargaining unit work by September 1, 2012.
- Establish a Budget Solutions Task Force, participants from the California Department of Human Resources (Cal HR), Department of Finance, Department of General Services and SEIU, Local 1000 will identify priority contracts to review and analyze, seek to reduce the number of contracts and contract employees, develop plans to transfer work performed by contractors to State employees and reduce the cost of contracts.
 - If net savings are achieved as a result of the reduction of outsourcing, retired annuitants, and the use of Student Assistants, the State and the Union will meet and confer to discuss how the savings may be used.
- Dispute Resolution Process- Grievances arising from this sideletter will be appealed directly to CalHR with a copy to the appropriate department.

III. Duration

- Contract term will remain the same, July 1, 2010 – July 1, 2013.
- Term of the PLP 2012 will be July 1, 2012 - June 30, 2013.

IV. Fiscal

- FY12/13 Total Savings: 276.7 million
General Fund = \$113.2 Million, Other Funds = \$163.5 Million

V. Agreement

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