

**DEPARTMENT OF PERSONNEL ADMINISTRATION
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT
FOR BARGAINING UNIT 19**

**Exclusive Employee Representative
American Federation of State, County and Municipal employees (AFSCME)**

Number of Employees: Approximately 5,046 full-time equivalents

I. Compensation

Personal Leave Program (PLP 2012)

- Effective July 2012, the Personal Leave Program 2012 (PLP 2012) will apply to BU 19 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 for the administration of the PLP 2012 program in relation to AFSCM is contained in this agreement.

II. Miscellaneous

- Establish a Contracting Out Committee to evaluate the contracting out of BU 19 work. The Committee will have participants from the California Department of Human Resources (Cal HR), the Department of Finance, the Department of General Services and AFSCME.
 - The committee will also explore the creation of an "In-House" Registry of BU 19 employees who would be given priority over outside contractors.
- Establish a Joint Benefits Committee to evaluate the cost and plan design of DPA/Cal HR benefits such as the dental and vision plans.
- Contract contains supersession language.

III. Duration

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

IV. Fiscal

- FY 2012/13 Total Savings: \$22.5 Million
General Fund = \$16.5 and Other Funds = \$6 Million

V. Agreement

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