

**DEPARTMENT OF PERSONNEL ADMINISTRATION  
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT  
FOR BARGAINING UNIT 16**

**Exclusive Employee Representative:  
Union of American Physicians and Dentists (UAPD)**

**Number of Employees:** Approximately 1,688 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 16 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 UAPD is contained in this agreement.

**II. Retirement**

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

**III. Miscellaneous**

- Establish a Labor Management Committee to evaluate the contracting out of BU 16 work.
- Contract contains supersession language.

**IV. Duration**

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

**V. Fiscal**

- FY 2012/13 Total Savings: \$21.2 Million  
General Fund = \$18.6 Million and Other Funds = \$2.6 Million

**VI. Agreement**

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