

CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 6

**Exclusive Employee Representative:
California Correctional Peace Officers Association (CCPOA)**

Number of Employees: Approximately 27,694 full-time equivalents

General Provisions:

I. Health Benefits

Employer Contribution for Active State Employees

- The state's monthly health benefit contribution for each employee shall continue to be a flat dollar amount equal to 80 percent of the weighted average of the basic health benefit plan premiums of the four largest enrolled basic health plans. The flat dollar amounts shall be increased or decreased as appropriate pursuant to the formula on January 1, 2020 (Article 13.01).

II. Compensation

General Salary Increase (GSI)

- Effective July 1, 2020, all Unit 6 represented classifications shall receive a three percent (3%) GSI (Article 15.01).

Night Shift and Weekend Pay Differentials

- Increases the night shift pay differential (earned by employees who work more than four hours between 6:00 p.m. and 6:00 a.m.) by \$0.85 per hour (Article 15.08 A).
- Increases the weekend pay differential (earned by employees who work more than four hours between midnight Friday and midnight Sunday) by \$0.70 per hour (Article 15.08 B).

Leave Buyback

- All Unit 6 represented employees will be permitted to continue to cash out up to 80 hours of accumulated compensable leave. CDCR will notify employees in August and employees will have until September 10, 2019, to indicate that they want to participate. It is anticipated that payment for the one-time cash out will be issued by November 15, 2019 (Article 10.20).

III. Miscellaneous

- Leave time (excluding sick leave in all forms) to be counted as time worked for the purposes of calculating overtime when an employee is required to work overtime involuntarily (Article 11.07).

- Includes new, more limited, definition of “holdover” to avoid confusion about when someone will have leave time count as hours worked for purposes of calculating overtime (Article 12.06).
- Provides employees with two (2) hours work time when placed on standby time for a possible work-related court appearance outside of normal work hours or on a day off (Article 10.11).
- Provides eight (8) hours of holiday credit to employees working posted positions who have their scheduled Regular Day Off fall on an observed state holiday (Article 10.10).
- Increases the number of gender restricted posts (Article 12.07) and increases ability for women to transfer into female institutions (Article 12.04).
- Creates a joint workgroup to facilitate recruitment and retention of women at female institutions (Article 12.07).
- Increases ability for Correctional Counselors to focus on rehabilitation (Articles 20.02 and 20.09.01).
- Increases ability to maintain programming through the effective utilization of staff (Article 16.05).
- Creates a joint workgroup to explore less lethal force options (Article 7.XX.1).
- Reopener language to initiate a meet and confer process at least 120 days prior to the transition of the Division of Juvenile Justice to the Department of Youth and Community Restoration (DYCR) within the California Health and Human Services Agency (Article 24.10).

IV. Duration

- July 3, 2019 through July 2, 2020

V. Fiscal

- Fiscal Year 2019-20: \$112.1 million (\$109.7 million General Fund)
- Total 2-Year Incremental Cost: \$245.6 million (\$240.3 million General Fund)
- Total 2-Year Budgetary Cost: \$307.1 million (\$300.4 million General Fund)

VI. Agreement

- The complete Tentative Agreement between the state and CCPOA is posted at: [Contracts on CalHR Website](#)