This memo is to inform you that bargaining units 1, 4, 9, 10, 11, 14, 15, 16, 17, 19, 20, and 21 reached agreement and have been ratified by the Legislature and signed by the Governor.

The agreements for Unit 16 and 19 have been ratified by the union membership; agreements with the remaining units must be ratified by their respective union members to become effective.

Bargaining units 5, 6, 8, and 12 are still covered under the 2001 agreements. Of these Bargaining Units, Units 5 and 8 recently reached agreement for those contract sections that were reopened.

Listed below is the contract term and date of specific provisions that were agreed to in all bargaining units that recently reached agreement.

**DURATION OF AGREEMENTS:**

Bargaining Units 1, 4, 11, 14, 15, 20

Bargaining Unit 7
Tentative agreement was reached between the State and California Union of Safety Employees (CAUSE). However, the agreement has not yet been ratified by the Legislature.
Bargaining Unit 9
July 2, 2003 to July 2, 2008 with reopeners in 2006. This agreement was ratified by the Legislature through 2005. The Legislature must authorize the availability of funds at a later date for the contract period of 2006 through 2008.

Bargaining Unit 10
Upon ratification by the legislature and CAPS through July 1, 2006 with reopeners in years 2004 and 2005.

Bargaining Unit 16
Upon ratification by the legislature and Union to June 30, 2006 with reopeners in July 2004 and 2005.

Bargaining Unit 17
Upon ratification by the legislature and Union to June 30, 2004.

Bargaining Unit 19
Upon ratification by the legislature and Union to July 1, 2006 with reopeners in July 2004 and 2005.

Bargaining Unit 21

*PERSONAL LEAVE PROGRAM:

Bargaining Unit 5
The personal leave program is effective July 2003 through June 2004 pay periods. Unit 5 deferred 5% of their salary increase in exchange for 8 hours of personal leave credits each month.

Bargaining Unit 8
The personal leave program is effective July 2003 through June 2004 pay periods. Unit 8 deferred the 5% salary increase in exchange for the equivalent of one day of personal leave credits each month.

Bargaining Units 1, 4, 9, 10, 11, 14, 15, 20, and 21
The personal leave program will be effective the October 2003 through the September 2004 pay periods. These units agreed to defer 5% of their monthly base salary in exchange for 8 hours of personal leave credits each month.

Bargaining Unit 17
The personal leave program will be effective the October 2003 through June 2004 pay periods. This unit agreed to defer 5% of their monthly base salary in exchange for 8 hours of personal leave credits each month.
Bargaining Units 16 and 19
The personal leave program became effective the July 2003 through June 2004 pay periods. This unit agreed to defer the 5% salary increase in exchange for 8 hours personal leave credits each month.

*Please note for less than full-time employees the personal leave program will be on a pro rata basis.

RETIREMENT RELIEF:

Bargaining Unit 5
These employees are not affected by this provision as they do not contribute to retirement.

Bargaining Unit 8
The agreed upon retirement relief will be effective October 2003 through September 2004 pay periods. The employees covered by this bargaining unit will receive a 5% relief to their retirement contribution to PERS.

Bargaining Units 1, 4, 9, 10, 11, 14, 15, 16, 19, 20, and 21
The agreed upon retirement relief will be effective October 2003 through September 2004 pay periods. The employees covered by these bargaining units will receive a 5% relief to their retirement contribution to PERS.

Bargaining Unit 17
The agreed upon retirement relief will be effective October 2003 through June 2004 pay periods. The employees covered by this bargaining unit will receive a 5% relief to their retirement contribution to PERS.

CONTRACT TRAINING

It is anticipated that contract training for the new agreements will be conducted by DPA in the first two weeks of November. A PML with the specific dates and locations of the training sessions will be issued at a later date.

Michael T. Navarro, Chief
Labor Relations Division