

**Agreement between  
International Union of Operating Engineers (IUOE), Bargaining Unit 12,  
and  
the State of California (State)**

This is a Side Letter to the current Memorandum of Understanding (MOU) effective July 1, 2020 through June 30, 2021 between the State and IUOE (Union), Bargaining Unit 12.

The State and the Union agree to the following:

Following ratification of this Side Letter, the following items are effective retroactive to the beginning of the January 2021 pay period.


- The minimum salary range for all IUOE Unit 12 classifications shall be no less than \$15 per hour.
- Employees in the Senior Maintenance Aide (Seasonal) (class code 0996) shall receive a Special Salary Adjustment of 8.81%. This special salary adjustment to the pay range will be implemented after the increase to the minimum wage.
- Employees in the Fair Ground Attendant, District Fairs (class code 6744) shall receive a Special Salary Adjustment of 4.4% will be implemented after the increase to the minimum wage.
- IUOE Unit 12 employees shall not make less than \$15 per hour as a result of the implementation of the PLP 2020.

This Side Letter will be incorporated into the 2020-2021 Memorandum of Understanding.

FOR THE STATE:

  
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Lily Cervantes                      Date      4/29/21  
Labor Relations Officer  
Labor Relations Division, CalHR

FOR THE UNION:

  
\_\_\_\_\_  
Brandy Johnson                      Date      4/29/21  
District Representative  
IUOE, Local 39

  
\_\_\_\_\_  
Deric Barnes                      Date      4/29/21  
Director of Public Employees  
IUOE, Local 501

  
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Travis Tweedy                      Date      4-29-21  
Director of State Employees  
Local 3