

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES
SUMMARY OF SIDE LETTER AGREEMENT
FOR BARGAINING UNIT 13**

**Exclusive Employee Representative:
International Union of Operating Engineers (IUOE)**

Number of Employees: Approximately 1,019 full-time equivalents

General Provisions

I. Compensation

Personal Leave Program (PLP 2020)

- Effective on the first day of the pay period following ratification by both parties, the Personal Leave Program (PLP 2020) will end. Bargaining Unit 13 employees will have their full salaries reinstated.
- Effective on the first day of the pay period following ratification by both parties, Bargaining Unit 13 employees will no longer receive PLP 2020 leave credits. All provisions related to the use and compensability of the PLP 2020 leave credits will remain unchanged.

Salary Increase

- Effective on the first day of the pay period following ratification by both parties, the maximum of the salary ranges of all Bargaining Unit 13 classifications will be increased by 5.83 percent. This increase will account for the two previously negotiated salary increases that were originally scheduled for July 1, 2020 (3 percent) and July 1, 2021 (2.75 percent), including compounding (.08 percent).

II. Post-Employment Benefits

Prefunding of Other Post-Employment Benefits (OPEB)

- Effective on the first day of the pay period following ratification by both parties, Bargaining Unit 13 employees will resume monthly contributions of 3.9 percent to prefund OPEB (Article 10, Section 10.11).

III. Term

- Effective the first day of the pay period following ratification by both parties. The union ratification process has been completed.

IV. Fiscal

- Fiscal Year 2021-22 Cost: \$7.0 million (\$4.7 million General Fund)
- Total 1-Year Incremental Cost: \$7.0 million (\$4.7 million General Fund)
- Total 1-Year Budgetary Cost: \$7.0 million (\$4.7 million General Fund)

V. Agreement

- This Side Letter Agreement represents the ending of PLP 2020, the restoration of prefunding OPEB, and salary increases.
- The Side Letter Agreement between the state and IUOE is posted on the [CalHR Bargaining Unit 13 Contract Webpage](#).