

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES
SUMMARY OF SIDE LETTER AGREEMENT
FOR BARGAINING UNIT 19**

**Exclusive Employee Representative:
American Federation of State, County and Municipal Employees (AFSCME)**

Number of Employees: Approximately 5,631 full-time equivalents

General Provisions

I. Compensation

Personal Leave Program (PLP 2020)

- Effective on the first day of the pay period following ratification, the Personal Leave Program (PLP 2020) will end. Bargaining Unit 19 employees will have their full salaries restored.
- Effective on the first day of the pay period following ratification, Bargaining Unit 19 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.

II. Post-Employment Benefits

Prefunding of Other Post-Employment Benefits (OPEB)

- Effective on the first day of the pay period following ratification, Bargaining Unit 19 employees will resume monthly contributions of 3.0 percent to prefund OPEB (Section 11.11).

III. Term

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

IV. Fiscal

- Fiscal Year 2021-22 Cost: \$0.0 million (\$0.0 million General Fund)
- Total 1-Year Incremental Cost: \$0.0 million (\$0.0 million General Fund)
- Total 1-Year Budgetary Cost: \$0.0 million (\$0.0 million General Fund)

V. Agreement

- This Side Letter Agreement represents the ending of PLP 2020 and the restoration of prefunding OPEB.
- The Side Letter Agreement between the State and AFSCME is posted on the [CalHR Bargaining Unit 19 Contract Webpage](#).