

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF SIDE LETTER AGREEMENT  
FOR BARGAINING UNIT 10**

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**Exclusive Employee Representative:  
California Association of Professional Scientists (CAPS)**

**Number of Employees:** Approximately 3,819 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 10 employees will have their full salaries restored.
- Effective on the first day of the pay period following ratification, Bargaining Unit 10 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, except any unused PLP accruals do not expire.
- Effective on the first day of the pay period following ratification, Bargaining Unit 10 employees will be allowed to modify their participation in Voluntary Personal Leave Program for three calendar months. After the third calendar month the standard timeframes will be restored. (Section 3.19)

***Salary Increase***

- Effective on the first day of the pay period following ratification, the salary ranges of all Bargaining Unit 10 classifications will be increased by 7.63 percent. This increase will account for the previously negotiated salary increase that was originally scheduled for July 1, 2020 (5 percent), a new July 1, 2021 increase (2.5 percent), and including compounding (0.13 percent). (Section 2.1)

**II. Post-Employment Benefits**

***Prefunding of Other Post-Employment Benefits (OPEB)***

- Effective on the first day of the pay period following ratification, Bargaining Unit 10 employees will resume monthly contributions to prefund OPEB. (Section 8.9).

### **III. Miscellaneous**

- This side letter supersedes the following sections:
  - Section 2.1.1, Contract Reopener Language – Elimination of Pay Decreases and Suspensions
  - Section 3.21, No Mandated Reduction in Work Hours
- All other provisions of the 2020 PLP Side Letter and MOU continue.

### **IV. Term**

- Effective the first day of the pay period following ratification, and continues until June 30, 2022, or until the provisions are incorporated into a successor agreement. The union ratification process has been completed.

### **V. Fiscal**

- Fiscal Year 2021-22 Cost: \$33.1 million (\$7.2 million General Fund)
- Total 1-Year Incremental Cost: \$33.1 million (\$7.2 million General Fund)
- Total 1-Year Budgetary Cost: \$33.1 million (\$7.2 million General Fund)

### **VI. 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 CAPS is posted on the [CalHR Bargaining Unit 10 Contract Webpage](#).