

## Management Proposal

Bargaining Unit: 7

Date: May 27, 2021

Exclusive Representative: CSLEA

Time:

### Side Letter – Ending the 2020 COVID-19 Pandemic Recession Side Letter

#### A. Personal Leave Program – 2020

Effective the first day of the pay period following ratification by both parties, the Personal Leave Program 2020 (PLP 2020) will end. This will result in the elimination of the 9.23% reduction of employees' pay (or 7k equivalent reduction). Employees will no longer receive PLP 2020 leave credits effective the first day of the pay period following ratification. Provisions related to the use and compensability of PLP 2020 leave credits will remain unchanged with the exception to clarify that employees may use any Personal Development Days prior to the PLP 2020.

#### B. Prefunding of Post-retirement Health Benefits (Section 21.1):

Notwithstanding Government Code Sections 22940, 22942, 22943, 22944, 22944.2, 22944.3, and 22944.5, the employees' monthly contribution of 4% for prefunding other post-employment benefits, as described in section 21.1 will resume and shall be withheld from employees' salaries beginning the first day of the pay period following ratification by both parties.

#### C. General Salary Increases (GSI)

Effective the first day of the pay period following ratification by both parties, all bargaining unit 7 employees shall receive a 5.06% salary increase. This salary increase includes 0.06% to account for the compounding of the two originally negotiated increases:

- The GSI originally negotiated with an effective date of July 1, 2020 of 2.50%.
- The GSI originally negotiated with an effective date of July 1, 2021 of 2.50%.

#### D. Minimum Wage (PD 443)

Pay Differential (PD) 443 was implemented effective July 1, 2020, as the parties agreed the minimum salary in the salary range for all BU 7 classifications shall be no less than \$15 per hour as a result of the implementation of PLP 2020. Effective on the first day of the pay period following ratification by both parties, BU 7 classifications will no longer be eligible for this PD.

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### E. Contract Reopener

The parties agree that federal regulations on essential worker premium pay will not be finalized prior to the date on which agreement must be reached on discontinuance of the 2020 Personal Leave Program and implementation of General Salary Increases for Unit 7 employees. As such, the parties agree to reopen the collective bargaining agreement as soon as practicable and applicable, upon finalization of the federal regulations.

Except as delineated above, the remainder of the MOU and the Side Letter COVID 19 Recession remains in force.

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 6.10.21

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