

Management Proposal

Bargaining Unit: 8

Date: 8/11/21

Exclusive Representative: CAL FIRE Local 2881

Time: 12:39

This Agreement is a Side Letter between CAL FIRE Local 2881 (Union) and the State of California (State) and extends the term of the Bargaining Unit 8 (BU 8) Memorandum of Understanding (MOU), from July 1, 2021 through June 30, 2022 as follows:

Following ratification of this Side Letter, the following items shall apply:

1. Amends and adds to Section 17 Salaries the following:
 - A. Effective July 1, 2021, all BU 8 employees shall receive a General Salary Increase of 2.50 percent.
 - B. Effective January 1, 2022, the maximum of the salary ranges for BU 8 classifications as identified in Sections 8.2 and 8.3 Fire Protection Employees, and 8.4 Specialty Classes shall be increased by 2.62%.
 - C. Effective January 1, 2022, BU 8 employees as identified in Sections 8.2 and 8.3 Fire Protection Employees, and 8.4 Specialty Classes shall receive additional compensation in the amount of 2.62% of base salary, which shall remain in effect for the term of this Side Letter.
2. PLP 2020 accruals do not expire. Employees shall continue to use any unused PLP 2020 accruals in the same manner as Vacation Policy/Annual Leave Use Policy in section 10.2.
3. Amends and Adds to Section 14 Committees the following:
 - A. Within 60 days of ratification of this Side Letter, the department and the Union shall establish a Joint Labor Management Committee (JLMC) to address issues of mutual concern including but not limited to hours of work, work schedules, and retention and recruitment.
 - B. The JLMC shall consist of equal reasonable number of management representatives selected by the department head or designee and Union representatives selected by the Union.
 - C. Employees who participate on such committees shall suffer no loss of compensation for attending meetings of such committee.

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4. Contract Reopener for essential worker premium pay

The parties understand that federal regulations on essential worker premium pay will not be finalized prior to the signing of this Agreement. As such, the parties agree to meet and confer on this subject as soon as practicable and applicable, upon finalization of the federal regulations.

This Side Letter does not preclude continued negotiations on other matters. Except as amended by this Side Letter, all other provisions in the MOU and side letters are rolled over through the extended MOU term.

JA
DC
1:32pm


Lily Cervantes
Labor Relations Officer
Labor Relations, CalHR
8/11/21
Date

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Darren Dow
State Rank & File Director
CAL FIRE Local 2881
8/11/21
Date


1:33