

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT
FOR BARGAINING UNIT 12**

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

Number of Employees: Approximately 12,142 full-time equivalents

General Provisions:

I. Compensation

Salary Increase (Section 2.2)

- Effective the first day of the pay period following ratification by both parties, all Bargaining Unit 12 employees will receive a 5.06 percent salary increase. This increase accounts for a 2.5 percent salary increase for 2020 and 2021, including compounding (.06 percent). (Section 2.1)
- Effective July 1, 2022, all Bargaining Unit 12 employees will receive a salary increase of 2.25 percent.

Special Salary Adjustments (Section 2.2)

- Effective the first day of the pay period following ratification by both parties, all Bargaining Unit 12 employees in the following classifications will receive a special salary adjustment of 7 percent:
 - Foundation Driller
 - Foundation Driller Leadworker
 - Senior Foundation Driller
- Effective the first day of the pay period following ratification by both parties, all Bargaining Unit 12 employees in the following classifications will receive a special salary adjustment of 5 percent:
 - Chief Engineer Fisheries Vessel
 - Mate Fish and Game Vessel
 - Motor Vessel Engineer
 - State Park Equipment Operator
 - Military Department Heavy Equipment Operator
 - Caltrans Equipment Operator I/II
 - Caltrans Highway Maintenance Worker

- Caltrans Landscape Maintenance Worker
 - Caltrans Highway Maintenance Leadworker
 - Caltrans Landscape Maintenance Leadworker
 - Heavy Truck Driver
 - Heavy Truck Driver, Correction Facility
 - Locksmith I
 - Locksmith I, Correctional Facility
 - Maintenance Mechanic
 - Maintenance Mechanic, Correctional Facility
 - Electrician I/II
 - Electrician II/III (CF)
 - Museum Electrician
 - Caltrans Electronics Specialist
 - Caltrans Electrician I/II
 - Caltrans Electrical Technician
 - Telecommunications Technician Trainee
 - Telecommunications Technician
 - Senior Telecommunications Technician
 - Tree Maintenance Worker
 - Tree Maintenance Leadworker
 - Tree Maintenance Worker, Caltrans
 - Tree Maintenance Leadworker, Caltrans
 - Ferryboat Master
 - Ferryboat Mate
 - Deckhand -Ferryboat
 - Commercial Vehicle Inspection Specialist
- Effective the first day of the pay period following ratification by both parties, all Bargaining Unit 12 employees in the following classifications will receive a special salary adjustment of 4 percent:
 - Electronics Technician
 - Electronics Technician-Correctional Facility
 - Pest Control Technician
 - Pest Control Technician (Correctional Facility)
 - Lead Groundskeeper
 - Groundskeeper – Correctional Facility-
 - Skilled Laborer
 - Lead Groundskeeper I (Correctional Facility)
 - Supervising Groundskeeper I
 - Lead Groundskeeper – Correctional Facility
 - Structural Steel Painter
 - Lead Structural Steel Painter

- Effective July 1, 2022, all Bargaining Unit 12 employees in the following classifications will receive a special salary adjustment of 7 percent:
 - Foundation Driller
 - Foundation Driller Leadworker
 - Senior Foundation Driller

- Effective July 1, 2022, all Bargaining Unit 12 employees in the following classifications will receive a special salary adjustment of 5 percent:
 - Chief Engineer Fisheries Vessel
 - Mate Fish and Game Vessel
 - Motor Vessel Engineer
 - Senior Telecommunications Technician
 - Telecommunications Technician
 - Telecommunications Technician Trainee
 - Tree Maintenance Worker
 - Tree Maintenance Leadworker
 - Tree Maintenance Worker, Caltrans
 - Tree Maintenance Leadworker, Caltrans
 - Ferryboat Master
 - Ferryboat Mate
 - Deckhand-Ferryboat
 - Caltrans Highway Maintenance Worker
 - Caltrans Landscape Maintenance Worker
 - Locksmith I
 - Locksmith I, Correctional Facility
 - Maintenance Mechanic
 - Maintenance Mechanic – Correctional Facility

- Effective July 1, 2022, all Bargaining Unit 12 employees in the following classifications will receive a special salary adjustment of 4 percent:
 - Structural Steel Painter
 - Lead Structural Steel Painter
 - Electronics Technician
 - Electronics Technician, Correctional Facility

Night Shift Pay Differential (Section 2.8)

- Effective July 1, 2021, increases in night shift pay differential from 40 cents to \$1 per hour for work shifts that fall between 6 p.m. and 12 midnight.

- Effective July 1, 2021, increase in night shift pay differential from 50 cents to \$2 per hour for work shifts that fall between 12 midnight and 6 a.m.

Special Duty Pay (Section 2.9)

- Effective July 1, 2021, increases in special duty pay for California Department of Transportation employees assigned to avalanche control, performing rock scaling, climbing, transporting of explosives, or suspended work. Pay increases from \$6 to \$10 per hour.
- Effective July 1, 2021, certified CalOES employees performing radio communications during emergency outages while deployed in a snow caterpillar will receive special duty pay of \$10 per hour.

Department of Corrections Recruitment and Retention Pay (Section 2.13)

- Effective July 1, 2021, all Bargaining Unit 12 employees will be eligible for an increase in their recruitment and retention bonus from \$2400 to \$2600. This pay differential has been extended to five institutions, Pelican Bay, Sierra Conservation Center, California Correctional Center, High Desert, and RJ Donovan Correctional facilities.

Greater Bay Area Recruitment and Retention Pay Differential (Section 2.42 New)

- Effective July 1, 2021, Bargaining Unit 12 employees who work in the greater Bay Area will be eligible for a recruitment and retention pay differential of 5 percent.

Commercial Vehicle Inspection Specialist (CVIS) Pay Differential (Section 2.62 New)

- Effective the first day of the pay period following ratification by both parties, employees in the California Highway Patrol CVIS classification who pass the Passenger Vehicle Inspection exam will receive a \$200 pay differential each month.

C-57 Well Drilling License Pay Differential (Section 2.73 New)

- Effective July 1, 2021, Caltrans employees in the Senior Foundation Driller and the Foundation Driller Leadworker classifications, who possess the C-57 Well Drilling license and perform the associated duties, will receive a pay differential of 5 percent.

**Recruitment and Retention Differential – Cal OES Telecommunications
(Section 2.74 New)**

- Effective July 1, 2021, California Governor's Office of Emergency Services Telecommunications Technician Trainees, Telecommunications Technicians, and Senior Telecommunications Technicians who work in Los Angeles, Orange, San Benito, San Diego, San Luis Obispo, Santa Barbara, or Ventura counties will receive a pay differential of 5 percent.

Footwear (Section 4.3)

- Footwear purchases made on or after July 1, 2021, will increase their footwear reimbursement from \$50 per year to \$100 per year or every two years from \$100 to \$200. Department of General Services and California Department of Education – Nutritional Services Division have been added to the list of Departments under this section.

**Shift Premium for Department of Water Resources (DWR) (Section 8.6)
(Replacing Section 2.8)**

- Effective the first day of the pay period following ratification by both parties, employees covered by the DWR Rotating Shift Operations will have the following increases to their shift pay differential:
 - Rotating Shift employees who work evening or night shifts will have an increase from .80 cents to \$1 per hour.
 - Employees working the evening shift and work four or more hours between 6 p.m. and midnight will have an increase from \$0.40 cents to \$1 per hour.
 - Employees working the night shift and work four or more hours between midnight and 6:00 a.m. will have an increase from \$0.50 cents to \$2 per hour.
 - Rotating shift employees who work both evening and night shift as identified above, shall only receive the combined rate. This rate has been increased from \$1.10 to \$1.90 per hour.

Personal Leave Program (PLP 2020) (Section 10.21)

- Bargaining Unit 12 employees will have their full salaries restored. All provisions related to the use and compensability of the PLP 2020 leave credits will remain unchanged.

Vacation and Annual Leave Hours Cap (Section 10.21)

- Annual Leave and Vacation Leave caps will be allowed to increase by the equivalent number of PLP 2020 hours employees were subject to through June 30, 2021. The increase will remain in effect until June 30, 2023.

Tool Allowance (Section 12.6)

- Effective July 1, 2021, employees in the Lead Heavy Equipment Body Worker/Painter classification are eligible for an annual tool allowance of \$325 per year.

Seasonal Employees Uniform Allowance (19.1)

- Effective July 1, 2021, seasonal employees are allowed a one-time per year uniform allowance advance not to exceed 3 months or \$135.
- Effective July 1, 2021, seasonal employee's uniform allowance has increased from \$20 to \$45 per 160 hours of employment.

Transportation Incentives (Section 12.10)

- Effective the first day of the pay period following ratification by both parties, employees working in areas served by mass transit will be eligible for a 75 percent discount on public transit passes up to \$100 per month. This is an increase from \$65 per month.
- Effective the first day of the pay period following ratification by both parties, employees riding in vanpools will be eligible for a 75 percent reimbursement of the monthly fee up to \$100 per month. This is an increase from \$65 per month. The State will provide \$135 per month for each employee who is the primary vanpool driver. This is an increase from \$100 per month.

Moving Expenses (Section 12.11)

- Effective July 1, 2021, an employee who is required to move by the state will be reimbursed by the state for approved items under the same requirements that apply to excluded employees.

Federal Funding for Essential Worker Premium Pay

- The state will meet and confer with Bargaining Unit 12 upon finalization of the federal regulations regarding essential worker premium pay.

II. Post-Employment Benefits

Prefunding of Other Post-Retirement Benefits (OPEB) (Section 11.14)

- Effective the first day of the pay period following ratification by both parties, the contribution percentages will be adjusted based on the actuarially determined total normal cost. If the total normal costs increase or decrease by more than half a percent from the total normal cost contribution in effect at that time, the employer and employee contribution percentages will be increased or decreased, no sooner than July 1, 2021, to maintain a 50 percent cost sharing of actuarially determined total normal costs. The increase or decrease to the employer or employee contribution shall not exceed 0.5 percent per year.

III. Health Benefits

Health, Dental, Vision (Section 3.1)

- The state's monthly health benefit contribution for each employee shall continue to be a flat dollar amount equal to 80 percent of the weighted average of the basic health benefit plan premiums of the four largest enrolled basic health plans. The flat dollar amounts shall be increased or decreased as appropriate pursuant to the formula on January 1, 2022, and January 1, 2023.

Workforce Development – Trades (Section 16 New)

- The State is committed to partnering with IUOE in exploring recruitment, training and educational opportunities within the Trades classifications with a focus on increasing diversity and retaining skilled labor essential for continuing to innovate and adapt to meet the needs of the 21st century.

IV. Duration

- July 1, 2021, through June 30, 2023

V. Term

- Effective the first day of the pay period following ratification by both parties. The union ratification process will be completed no later than June 30, 2021.

VI. Fiscal

- Fiscal Year 2021-22: \$91.4 million (\$25.5 million General Fund)
- Total 3-Year Incremental Cost: \$128.6 million (\$37.1 million General Fund)
- Total 3-Year Budgetary Cost: \$345.8 million (\$98.8 million General Fund)

VII. Agreement

- This Collective Bargaining Agreement represents changes to employer contributions to health benefits, changes to prefunding post-retirement health benefits, general salary increases, special salary adjustments, pay differentials, and increases to benefit reimbursements.
- The complete Tentative Agreement between the state and IUOE is posted at [CalHR Bargaining Unit 12 Contract Webpage](#).