

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT  
FOR BARGAINING UNIT 13**

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

**Number of Employees:** Approximately 1,020 full-time equivalents

**General Provisions:**

**I. Compensation**

***Special Salary Adjustments (Section 16.1)***

- Effective July 1, 2022, all Bargaining Unit 13 classifications shall be adjusted by increasing the maximum of the salary range by 2.5%.
- Effective July 1, 2023, all Bargaining Unit 13 classifications shall be adjusted by increasing the maximum of the salary range by 4%
- Effective July 1, 2024, all Bargaining Unit 13 classifications shall be adjusted by increasing the maximum of the salary range by 4%.

***Workforce Stability Stipend (Section 16.20 New)***

- Effective July 1, 2022, Bargaining Unit 13 employees are eligible to accrue a Workforce Stability stipend up to a maximum of \$3,000. Employees will accrue \$125 for each qualifying pay period during 6-month eligibility periods. Pay is processed in four payments of up to \$750 in January 2023, August 2023, January 2024 and August 2024.

**II. Post-Employment Benefits**

***Prefunding of Other Post-Retirement Benefits (OPEB) (Section 10.11)***

- 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, 2022, 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 10.1)***

- 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, 2023, January 1, 2024 and January 1, 2025.

### **IV. Miscellaneous**

#### ***Transportation Incentives (Section 4.8)***

- 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 100 percent discount on public transit passes up to the exclusion amount provided by the Internal Revenue Service.
- Effective the first day of the pay period following ratification by both parties, employees riding in vanpools or driving vanpools will be eligible for a 100 percent reimbursement of the monthly fee up to the exclusion amount provided by the Internal Revenue Service.

#### ***Uniform Allowance (Sections 4.9, 4.10)***

- Effective July 1, 2022, the uniform replacement reimbursement changes to an allowance and increases to \$670 per year for employees in the Department of Corrections, Department of Parks and Recreation and Department of Forestry and Fire Protection.

#### ***Footwear Allowance (Section 4.21)***

- Effective July 1, 2022, the footwear reimbursement changes to an annual allowance and is increased to \$200 for employees who are required to wear specific footwear.

### **California State Payroll System Project (Section 4.22 New)**

- The parties shall reopen pertinent contract sections needed to implement changes required by the California State Payroll System Project.

### **Workforce Development (Section 13.6 New)**

- The State is committed to partnering with IUOE and taking a proactive approach in developing its workforce to meet its critical needs. Efficient and effective training is the cornerstone of workforce excellence and serves as a primary objective of any apprenticeship program to train workers to attain the competency to perform as journeyman. The parties shall review classification structures, career pathways, recruitment, training and educational opportunities within Bargaining Unit 13 with a focus on increasing diversity and retaining skilled labor essential for meeting its critical needs.
- Within sixty days of ratification by both parties, CalHR and IUOE shall review the Stationary Engineer Apprentice program and determine if changes or amendments can be made to improve the program and until such changes are implemented, no new hires will be made into the Stationary Engineer Apprentice classification (Class Code 6717).

### **Business and Travel Expenses (Section 15.1)**

- During the term of this agreement, the State agrees to apply any future changes to the business and travel expense reimbursement program for excluded employees to Bargaining Unit 13 employees.

### **V. Duration**

- July 1, 2022, through June 30, 2025

### **VI. Term**

- Effective the first day of the pay period following ratification by both parties. The union ratification process will be completed in July 2022.

### **VII. Fiscal**

- Fiscal Year 2022-23: \$3.4 million (\$2.4 million General Fund)
- Total 4-Year Incremental Cost: \$15.7 million (\$11.0 million General Fund)
- Total 4-Year Budgetary Cost: \$38.3 million (\$27.0 million General Fund)

## VIII. Agreement

- This Collective Bargaining Agreement represents changes to compensation, special salary adjustments, changes to prefunding post-retirement health benefits, employer contributions to health benefits, and increases transportation incentives.
- The complete Tentative Agreement between the state and IUOE is posted at [CalHR Bargaining Unit 13 Contract Webpage](#).