

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT
FOR BARGAINING UNIT 2**

**Exclusive Employee Representative:
California Attorneys, Administrative Law Judges and
Hearing Officers in State Employment**

Number of Employees: Approximately 4,619 full-time equivalents

General Provisions

I. Compensation

General Salary Adjustment and Special Salary Adjustments (Section 5.1)

- Effective July 1, 2022, all Bargaining Unit (BU) 2 classifications shall receive a general salary increase of 2.5 percent.
- Effective July 1, 2023, all BU 2 classifications shall receive a general salary increase of 3 percent.

Special Salary Adjustments (Section 5.1)

- Effective July 1, 2023, the maximum salary range of the following classifications shall be increased by 4.5 percent.
 - 6016 Administrative Law Judge
 - 6103 Administrative Law Judge, Public Utilities Commission
 - 6132 Senior Administrative Law Judge
- Effective July 1, 2024, the maximum salary range for all BU 2 classifications (except attorney level III classifications) shall be increased by 4.5 percent.
- Effective July 1, 2024, the maximum salary range for the following attorney level III classifications shall be increased by 10 percent.
 - 5795 Attorney III
 - 5706 Deputy Attorney General III
 - 5789 Deputy Attorney III, Caltrans
 - 6180 Industrial Relations Counsel III (Specialist)
 - 5812 Public Utilities Counsel III, CPUC
 - 5537 Real Estate Counsel III (Specialist)
 - 6274 Senior Board Counsel, ALRB
 - 6115 Senior Fair Employment and Housing Counsel (Specialist)
 - 6733 Tax Counsel III (Specialist)
 - 5763 Deputy State Public Defender Range C (only)
 - 6204 Sr. Commission Counsel (Specialist) FFPC

Administrator of the Day, On-Call Pay Differential

- Effective the first day of the pay period following ratification by both parties, certain Bargaining Unit 2 employees at the Department of Justice, and Health and Human Services Agency who are assigned to on-call status outside of normal business hours which require an immediate response will be eligible for one day's salary per on-call shift for seven consecutive days of on-call status. (Section 5. New)

II. Health and Welfare

Family Care Leave

- Effective July 1, 2023, Bargaining Unit 2 employees who are enrolled in the annual leave program will be eligible for the non-industrial disability insurance Family Care Leave program. This program provides eligible employees up to six weeks of paid leave (50% of gross salary) within a 12-month period for the care of a seriously ill family member or to bond with a newborn child, adopted child or foster care placement. Employees have the option to use their own leave credits to supplement up to a 75 or 100 percent income benefit. (Section 11. New)

III. Health Benefits

Health, Dental, Vision (CoBen)

- 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. (Section 11.1)

IV. Post-Employment Benefits

Prefunding of Other Post-Retirement Benefits (OPEB)

- Effective 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, the employer and employee contribution percentages will be increased or decreased July 1 each fiscal year thereafter, 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. (Section 19.1)

V. Miscellaneous

- Increased union reimbursement rates payable to the state for authorized union leave. Increases are provided each year of the contract. (Section 9.13)
- 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 2 employees. (Section 12.1)
- Effective two pay periods following ratification by both parties, the State BAR specialty and local reimbursement annual amount will be increased from \$100 to \$200. (Section 13.7)
- 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. (Section 13.13)
- 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. (Section 13.13)

VI. Duration

- July 1, 2022 through June 30, 2025.

VII. Term

- Effective the first day of the pay period following ratification by both parties. The union ratification process will be completed no later than August 31, 2022.

VIII. Fiscal

- Fiscal Year 2022-23 cost: \$25.9 million (\$6.3 million General Fund)
- Total 4-Year Incremental cost: \$99.7 million (\$24.2 million General Fund)
- Total 4-Year Budgetary cost: \$287.6 million (\$69.8 million General Fund)

IX. Agreement

- The complete Tentative Agreement between the State and CASE is posted on the [CalHR Bargaining Unit 2 Contract Webpage](#).