

CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 8

**Exclusive Employee Representative:
CAL FIRE Local 2881**

Number of Employees: Approximately 8,098 full-time equivalents

General Provisions

I. Compensation

General Salary Increases (Section 17.2)

- Effective July 1, 2022, all Bargaining Unit 8 (BU) 8 employees shall receive a general salary increase of 2.5 percent.
- Effective January 1, 2023, all BU 8 employees shall receive a general salary increase of 2 percent.
- Effective July 1, 2023, all BU 8 employees shall receive a general salary increase of 2 percent

Longevity Pay (Section 17.10)

- Effective the first day of the pay period following ratification by both parties, the longevity monthly pay differential will be increased by 2% for each existing tier.

Educational Pay Incentive (Section 17.11)

- Effective the first day of the pay period following ratification by both parties, the educational pay incentive shall be increased from \$75 per pay period to \$150 per pay period.

Transportation Incentives and Parking Rates (Section 12.9)

- 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.

II. Post-Employment Benefits (OPEB) (Section 13.13)

Prefunding of Postretirement Health Benefits

- Effective the first day of the pay period following ratification by both parties, the employer and employee contribution will be decreased by one percent from 4.4 percent to 3.4 percent.
- Effective July 1, 2023, the contribution percentages will be adjusted based on the actuarially determined total normal cost. Adjustments to both the employer and employee contribution percentages will occur if the actuarially determined total normal costs increase or decrease by more than half a percent from the normal total cost contribution percentages in effect at the time. If it is determined that an adjustment to the contribution rate is necessary, commencing no sooner than July 1, 2023, and July 1 of each fiscal year thereafter, the employer and employee contribution percentages will be increased or decreased to maintain a 50 percent cost sharing of actuarially determined total normal costs. Furthermore, the increase or decrease to the employer or employee contribution in any given fiscal year shall not exceed 0.5 percent per year.

III. Health Benefits

Improving Affordability and Access to Health Care (Section 11.1.x NEW)

- Effective the first day of the pay period following ratification by both parties, through June 30, 2024, all Bargaining Unit 8 employees enrolled in a state-sponsored health benefit plan shall receive a monthly payment of \$260, regardless of party code enrollment. This payment shall not be considered as compensation for purposes of retirement.

IV. Miscellaneous

California State Payroll System Project (Section 14.3)

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

Shift Pattern 6 (Section 8.2.4.2x New)

- Adds a 7 day shift pattern for Forestry Fire Pilots.

Reducing the 72-Hour Duty Week (Section 14.X NEW)

- The State and the Union agree to reduce the 72-hour duty week to a 66- hour duty week, a 24-hour reduction per work period, starting in November 1, 2024 subject to appropriation in the 2024-2025 Budget Act.

- A Joint Labor Management Committee (JLMC) shall be established to determine the changes needed to implement the reduction. Topics of discussion shall include but not be limited to; hours of work (reduce the 72-hour duty week), shift patterns, work schedules, retention and recruitment, and classifications.
- The State and the Union agree to present a mutual agreement to the Director of Finance by July 1, 2023, for inclusion in the Governor's proposed 2024-2025 Budget.
- If the Governor declares a fiscal emergency and General Fund moneys over the multiyear forecasts beginning in the 2024-2025 Governor's Budget are not available to support the reduction to a 66-hour duty week on an ongoing basis, including the estimate of direct costs and any increases in the cost of overtime driven by the proposal, the parties agree to reopen this provision regarding how and when to implement this section.

IV Term

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

V Duration

- July 1, 2022 through June 30, 2024.

VI Fiscal

- Fiscal Year 2022-23 Cost: \$45.7 million (\$19.9 million General Fund)
- Total 2-Year Incremental Cost: \$81.2 million (\$35.6 million General Fund)
- Total 2-Year Budgetary Cost: \$126.9 million (\$55.5 million General Fund)

VII Agreement

- The complete Tentative Agreement between the State and CAL FIRE Local 2881 is posted on the [CalHR Bargaining Unit 8 Contract Webpage](#).