



Agreement Between
The State of California
and
International Union of Operating Engineers,
Locals 39 and 501, AFL-CIO

covering

BARGAINING UNIT 13
STATIONARY ENGINEERS

Effective
July 1, 2019 through June 30, 2022

**INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCALS 39 AND 501,
AFL-CIO
BARGAINING UNIT 13
STATIONARY ENGINEERS**

TABLE OF CONTENTS

PREAMBLE 8

ARTICLE 1 – RECOGNITION 8

ARTICLE 2 – UNION RIGHTS..... 8

 2.1 Dues Deduction and Security..... 8

 2.2 Membership Dues..... 9

 2.3 Access 9

 2.4 Use of State Facilities 9

 2.5 Use of State Equipment 9

 2.6 Home Addresses 10

 2.7 Bulletin Boards..... 11

 2.8 Distribution of Literature..... 11

 2.9 Stewards' Rights 12

 2.10 Intentionally Excluded 12

 2.11 Intentionally Excluded 12

 2.12 Release Time for State Personnel Board Hearings 12

ARTICLE 3 - MANAGEMENT RIGHTS 12

 3.1 Management Rights..... 12

ARTICLE 4 – GENERAL PROVISIONS 13

 4.1 No-Strike 13

 4.2 No Lockout..... 13

 4.3 No Reprisals 13

4.4 Entire Agreement.....	13
4.5 Supersession	14
4.6 Savings Clause	21
4.7 Legislation.....	21
4.8 Parking/Transportation Incentives.....	21
4.9 Work Clothing	22
4.10 Uniform Allowance	23
4.11 Incentive Award Program.....	25
4.12 State Owned Housing Rental and Utility Rates.....	25
4.13 Work Assignments	26
4.14 Individual Agreements	26
4.15 Involuntary Transfer Requiring Change in Residence.....	26
4.16 Appeal of Involuntary Transfer	27
4.17 Shift Changes	27
4.18 Management Directed Out-of-Classification Assignments.....	28
4.19 Layoff and Reemployment	29
4.20 Mandatory Placement	30
4.21 Footwear Reimbursement.....	30
ARTICLE 5 – GRIEVANCE AND ARBITRATION PROCEDURE	31
5.1 Purpose	31
5.2 Definitions	31
5.3 Waiver of Time Limits/Steps	31
5.4 Presentation.....	32
5.5 Formal Grievance - Step 1	32
5.6 Formal Grievance - Step 2.....	32

5.7 Formal Grievance - Step 3.....	33
5.8 Reconsideration.....	33
5.9 Board of Adjustment.....	33
5.10 Arbitration.....	34
5.11 Health and Safety Grievances.....	34
ARTICLE 6 – INTENTIONALLY EXCLUDED	35
ARTICLE 7 – HOURS OF WORK AND OVERTIME	35
7.1 Overtime.....	35
7.2 Night Shift Differential.....	36
7.3 Overtime Distribution.....	36
7.4 Workweek.....	37
7.5 Calls to Work/Scheduled Overtime.....	37
7.6 Rest Periods.....	38
7.7 Meal Periods.....	38
7.8 Immediate Response Status – CAL FIRE.....	38
ARTICLE 8 – HOLIDAYS	39
8.1 Holidays.....	39
8.2 Holiday Credits – Caltrans.....	42
ARTICLE 9 – LEAVES	42
9.1 Vacation.....	42
9.2 Annual Leave.....	44
9.3 Sick Leave.....	46
9.4 Bereavement Leave.....	48
9.5 Jury Duty.....	49
9.6 Unpaid Leaves of Absence.....	49

9.7 Adoption Leave	50
9.8 Parental Leave	50
9.9 Voluntary Reduced Worktime	51
9.10 Transfer of Leave Credits	51
9.11 Catastrophic Leave - Natural Disaster	52
9.12 Personal Leave	53
9.13 Mentoring Leave	53
9.14 Work and Family Participation	54
9.15 Personal Leave Program 2011	55
9.16 Personal Development Days.....	56
9.17 Vacation/Annual Leave Cash Out.....	58
9.18 Wounded Warriors Transitional Leave	59
9.19 Training Leave	59
ARTICLE 10 – HEALTH AND WELFARE.....	60
10.1 Health, Dental, and Vision Benefits.....	60
10.2 Continuation of Benefits	62
10.3 Industrial Disability Leave	63
10.4 Non-Industrial Disability Insurance.....	63
10.5 Non-Industrial Disability Insurance For Employees In The Annual Leave Program	64
10.6 Enhanced Industrial Disability Leave (EIDL)	66
10.7 Flexible Benefit Program.....	67
10.8 Post Retirement Health Benefit Vesting (1989 through 2016).....	68
10.9 Long-Term Care Insurance Plan.....	69
10.10 Rural Health.....	69
10.11 Prefunding of Post-retirement Health Benefits.....	69

10.12 Post-Retirement Health and Dental Benefits Vesting.....	70
10.13 Employer Contribution for Retiree Health Benefits.....	71
10.14 Compliance with the State and Federal Law	73
ARTICLE 11 – RETIREMENT	73
11.1 First Tier A Retirement Formula (2% at age 55) First Tier B Retirement Formula (2% at age 60) and Public Employees’ Pension Reform Act (PEPRA) First Tier Retirement Formula (2% at age 62).....	73
11.2 First Tier Eligibility for Employees in Second Tier	77
11.3 State Safety A Retirement Formula (2.5% at age 55), State Safety B Retirement Formula (2% at age 55), and PEPRA State Safety Retirement Formula (2% at age 57)	77
11.4 Public Employees’ Pension Reform Act of 2013 (PEPRA)	79
11.5 Defined Contribution Plans	80
11.6 Alternative Pre-retirement Death Benefit	80
11.7 1959 Survivors’ Benefits – Fifth Level.....	81
11.8 Items Excluded From Compensation For Retirement Purposes	82
11.9 Tax Treatment of Employee Retirement Contributions	82
ARTICLE 12 – SAFETY AND HEALTH	84
12.1 Health and Safety Committees	84
12.2 Employee Assistance Program.....	84
12.3 Infectious Diseases.....	85
ARTICLE 13 – CAREER DEVELOPMENT	86
13.1 Release Time for State Civil Service Examination	86
13.2 Training Fund.....	86
13.3 Classification Proposals.....	86
13.4 Location of, and Employee Access to, Personnel Files	86
13.5 Interviews.....	87

ARTICLE 14 – POST AND BID	87
14.1 Post and Bid - Local Plant.....	87
14.2 Post and Bid to Other Plants.....	88
14.3 Intentionally Excluded	89
14.4 Intentionally Excluded	89
14.5 Intentionally Excluded	89
14.6 Intentionally Excluded	89
14.7 Intentionally Excluded	89
14.8 Intentionally Excluded	89
14.9 Intentionally Excluded	89
14.10 Intentionally Excluded	89
14.11 Reassignment.....	89
14.12 Post and Bid Seniority Ties	90
ARTICLE 15 – BUSINESS AND TRAVEL EXPENSES	90
15.1 Business and Travel Expenses.....	90
15.2 Overtime Meal Allowance	97
15.3 Water and Wastewater Plant Operator Certification	98
ARTICLE 16 – SALARIES.....	98
16.1 Salaries.....	98
16.2 Timely Payment of Wages	99
16.3 Recovery of Overpayments	100
16.4 Excess Time	102
16.5 Bilingual Differential Pay	102
16.6 Recruitment and Retention for Avenal, Chuckawalla, Ironwood, Centinela, Calapatria, High Desert, and Pelican Bay State Prisons; R.J.	

Donovan Correctional Facility; California Correctional Center; and Sierra Conservation Center	104
16.7 Certified Backflow Tester Differential	105
16.8 Salary Survey.....	106
16.9 Water/Wastewater Treatment Plant Operator (Chief Plant Operator) Differential.....	106
16.10 Differential.....	107
16.11 Recruitment and Retention, Greater Bay Area	108
16.12 EPA Section 608 Technician Certification Differential.....	109
16.13 Caltrans Commercial Driver’s License Differential	109
16.14 Plant Experience Recruitment and Retention Differential	109
ARTICLE 17 – DURATION.....	109
17.1 Duration	109
ARTICLE 18 – CONTRACT PROTECTION – CONTINUOUS APPROPRIATIONS.....	110
18.1 Continuous Appropriations.....	110
ADDENDUMS AND ATTACHMENTS	111
Addendum A – Post and Bid Form.....	111
Addendum B - Plants - Shift/Job Assignments	112
Addendum C - Holiday Compensation Chart	115
Salary Schedule	0
Signature Page (To be added).....	0

PREAMBLE

This AGREEMENT, hereafter referred to as the Agreement, entered into by the STATE OF CALIFORNIA, hereafter referred to as the State or the State employer, pursuant to sections 19815 and 3517 of the Government Code and the INTERNATIONAL UNION OF OPERATING ENGINEERS, Stationary Engineers Division, State of California, Locals 39 and 501, AFL-CIO, hereafter referred to as IUOE, has as its purpose the promotion of harmonious labor relations between the State and IUOE; establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other terms/conditions of employment.

The term "Agreement" as used herein means the written Agreement provided under section 3517.5 of the Government Code.

ARTICLE 1 – RECOGNITION

- A. Pursuant to the Public Employment Relations Board certification S-SR-13, the State recognizes IUOE as the exclusive negotiating agent for all employees in Bargaining Unit 13, Stationary Engineers Unit.
- B. Pursuant to Government Code sections 19815 and 3517, IUOE recognizes the Director of the California Department of Human Resources or his/her designee as the negotiating representative for the State and shall negotiate exclusively with the Director or his/her designee, except as otherwise specifically provided for herein.

ARTICLE 2 – UNION RIGHTS

2.1 Dues Deduction and Security

- A. It is the intent of this section to provide for payroll deductions of IUOE members to be deducted from their warrants insofar as permitted by law. The State agrees to deduct and transmit to IUOE all authorized deductions from all IUOE members within Unit 13 who have signed an approved authorization card for such deductions on a form provided by IUOE less actual administrative costs incurred by the State Controller.
- B. The amount of dues deducted from IUOE members' pay warrants shall be set by IUOE and changed by the State upon written request of IUOE.
- C. IUOE agrees to indemnify, defend, and hold the State harmless against any claims made of any nature and against any suit instituted against the State arising from its check-off for IOUE dues.

2.2 Membership Dues

- A. Effective with the beginning of the first pay period following ratification of this Agreement by the Legislature and the Union the State employer agrees to deduct and transmit to IUOE all deductions authorized on a form provided by IUOE. Such authorized dues deductions shall be remitted monthly to IUOE along with an adequate itemized record of deductions. IUOE shall pay any reasonable costs incurred by the State Controller. The State employer shall not be liable in any action brought by a State employee seeking recovery of, or damages for, improper use or calculation of deductions arising under this section and IUOE agrees to indemnify, defend, and hold the State employer harmless for any such action.
- B. The amount of membership dues shall be set by IUOE and changed by the State upon written notice from IUOE.
- C. Under no circumstances is membership in IUOE a condition of State employment for employees covered by this Agreement.
- D. No provision in this Article shall be subject to the grievance and arbitration procedure contained in this Agreement.

2.3 Access

- A. During the term of this Agreement, paid staff representatives of IUOE may visit the work site for purposes related to the implementation and enforcement of this Agreement. Access shall be at the discretion of the department head or designee and cannot interfere with the work of the employees. The paid staff representatives may be required to notify the department head or designee at least twenty-four (24) hours in advance of the visit. Access shall not be unreasonably withheld.
- B. The department head may restrict access to certain work sites or areas for reasons of safety, privacy, public order or other business-related reasons.

2.4 Use of State Facilities

The State will continue to permit use of certain facilities for IUOE meetings, subject to the operating needs of the State. Requests for use of such State facilities shall be made in advance to the appropriate State official. When required, IUOE shall reimburse the State for additional expenses, such as security, maintenance and facility management costs, or utilities, incurred as a result of IUOE's use of such State facilities.

2.5 Use of State Equipment

IUOE stewards shall be permitted reasonable use of State phones to make calls for IUOE representation purposes provided that such use does not result in unreasonable costs to the State or interfere with State operations.

IUOE stewards, for representational purposes, shall also be permitted reasonable and occasional use of fax machines and e-mail provided a computer and e-mail address is accessible and utilized as a normal part of his/her duties. Use of such equipment shall not result in unreasonable costs to the State nor interfere with State operations.

2.6 Home Addresses

A. Release of Home Addresses – Generally

Consistent with PERB regulations and State law, the State shall continue to provide IUOE with home addresses on a monthly basis for all employees covered by this Contract until it expires.

The Union understands that it is the State's position that any employee may have his/her home address withheld from the Union at any time by submitting a written request to his/her appointing power on a form provided by the State.

B. Home Address Withholding By Employees

Effective one-month following ratification of this Agreement by both parties, the State will no longer use an Employee Action Request form that provides Unit 13 employees with the option of having their home address withheld from IUOE. Instead, employees will, upon request, be given a separate form by their appointing power that permits two choices in accordance with the State's position in "A" above: (1) withhold their address from IUOE, or (2) to cancel a previous withhold request thereby permitting release of their home address to IUOE.

C. Home Address Withhold Notification to Employees

Within one month following ratification of this Agreement by both parties, the State will send a letter to all existing Unit 13 employees that have previously requested their home address remain confidential. The letter will provide said employees with the option of canceling their previous withhold request thereby permitting release of their home address to IUOE. Home address withhold requests from employees who do not respond to the letter will continue to be honored by the parties.

D. Release and Use of Addresses

The State Controllers Office will send IUOE a list of all Unit 13 employees who, pursuant to subsection (C) above, either did not respond or responded by indicating they wanted to continue withholding their home address from IUOE. Said list(s) will contain the employees' name, agency and reporting unit.

E. Home Address Mailings By The State

The State will annually mail Hudson notices and Union information to the home address of employees who have requested their home address be withheld from

IUOE. Said material shall be provided by IUOE. The cost of this mailing shall be paid for by IUOE. IUOE agrees to hold the State harmless for any annual mail that does not reach Unit 13 employees.

F. Address Confidentiality

Employee work and home addresses shall be maintained as confidential by IUOE. IUOE shall take all reasonable steps to ensure the security of work and home addresses, and shall not disclose or otherwise make them available to any person, entity or organization. Employee addresses shall only be used by IUOE for representational purposes.

G. Costs Reimbursable

IUOE agrees to pay necessary and reasonable costs incurred by the State Controller's Office to produce the necessary name/home/work address tape file on a monthly basis.

H. Hold Harmless and Indemnification

Notwithstanding any other provision of this Agreement, IUOE agrees to jointly defend this section and to hold the State of California, its subdivisions, and agents harmless and to indemnify them for costs and fees they incur in defending challenges from any employee or employees.

2.7 Bulletin Boards

- A. IUOE may have access to employee organization bulletin boards to post materials related to Union business. Any materials posted must be dated and initialed by the Union representative responsible for the posting, and a copy of all materials posted must be distributed to the facility supervisor at the time of posting.
- B. The Union shall hold the State employer harmless from any actions resulting from any materials posted or distributed by the Union.

2.8 Distribution of Literature

- A. Duly appointed job stewards may, before working hours or during the meal break, distribute official employee organization literature in accordance with department access policy. Organizational literature shall not be libelous, obscene, or defamatory.
- B. IUOE shall hold the State employer harmless from any actions resulting from any materials posted or distributed by the Union.

2.9 Stewards' Rights

A written list of IUOE stewards serving each work location, listed by department, shall be furnished to the State immediately after their designation, and IUOE shall notify the State promptly of any changes of such officers or stewards. IUOE stewards shall not be recognized by the State until such lists or changes thereto are received. There shall be no more than one IUOE steward per work location.

2.10 Intentionally Excluded

2.11 Intentionally Excluded

2.12 Release Time for State Personnel Board Hearings

The State shall provide reasonable time off without loss of compensation for a reasonable number of employees to attend hearings conducted by the California State Personnel Board during the employees' normal work hours provided that the employee is a party to the hearing proceedings, e.g., an appellant, or witness under SPB subpoena. Upon five (5) working days advance notice, an employee who is specifically affected by the results of a hearing and has been scheduled to appear or testify by the State Personnel Board shall be provided reasonable time off without loss of compensation.

ARTICLE 3 - MANAGEMENT RIGHTS

3.1 Management Rights

- A. All State employer rights and functions, except those which are expressly abridged by this Agreement, shall remain vested with the State.
- B. The rights of the State include, but are not limited to, the exclusive right to determine the mission of its constituent departments, commissions, and boards; set standards of service; determine the procedures and standards of selection for employment and promotion; train, direct, schedule, assign, and transfer its employees; take disciplinary action; relieve its employees from duty because of lack of work, lack of funds or for other legitimate reasons; maintain the efficiency of State operations; determine the methods, means and personnel by which State operations are to be conducted; determine the content of job classifications; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work. The State has the right to make reasonable rules and regulations pertaining to employees consistent with this Agreement.
- C. This Agreement is not intended to, nor may it be construed to, contravene the spirit or intent of the merit principle in State employment, nor to limit the entitlements of State civil service employees provided by Article VII of the State Constitution or by-laws and rules enacted thereto.

ARTICLE 4 – GENERAL PROVISIONS

4.1 No-Strike

- A. During the term of this Agreement, neither IUOE nor its agents or any employee, for any reason, will authorize, institute, aid, condone or engage in a work slowdown, work stoppage, strike, or any other interference with the work and statutory functions or obligations of the State.
- B. IUOE agrees to notify all of its officers, stewards, and staff of their obligation and responsibility for maintaining compliance with this section, including the responsibility to remain at work during an interruption which may be caused or initiated by others, and to encourage employees violating this section to return to work.
- C. The State may discharge, suspend, demote, or otherwise discipline any employee who violates this section. Nothing contained herein shall preclude the State from obtaining judicial restraint and damages in the event of a violation of this section.

4.2 No Lockout

No lockout of employees shall be instituted by the State during the term of this Agreement.

4.3 No Reprisals

The State employer and IUOE shall not impose or threaten to impose reprisals on employees, to discriminate or threaten to discriminate against employees, or otherwise to interfere with, restrain, or coerce employees because of the exercise of their rights guaranteed by the Dills Act.

4.4 Entire Agreement

- A. This Agreement sets forth the full and entire understanding of the parties regarding the matters contained herein, and any other prior or existing understanding or agreement by the parties, whether formal or informal, regarding any such matters are hereby superseded. Except as provided in this Agreement, it is agreed and understood that each party to this Agreement voluntarily waives its right to negotiate with respect to any matter raised in negotiations or covered by this Agreement, for the duration of the Agreement.

With respect to other matters within the scope of negotiations, negotiations may be required during the term of this Agreement as provided in subsection "B." below.

- B. The parties agree that the provisions of this subsection shall apply only to matters which are not covered in this Agreement.

The parties recognize that during the term of this Agreement, it may be necessary for the State to make changes in areas within the scope of negotiations. Where the State finds it necessary to make such changes, it shall notify IUOE BU 13 of the proposed change sixty (60) days prior to its proposed implementation.

Prior to implementation, the parties shall undertake negotiations regarding the impact of such changes on the employees in Unit 13, when all three of the following exist:

1. Where such change would affect the working conditions of a significant number of employees in Unit 13.
2. Where the subject matter of the change is within the scope of representation pursuant to the Ralph C. Dills Act.
3. Where IUOE BU 13 requests to negotiate with the State.

Said request to negotiate must be received by the State within thirty (30) calendar days of the State's notice to the Union.

If a request to negotiate is submitted as provided above, the State shall be obligated to meet and confer in good faith over the impact of the proposed change. Any impasse which arises during the course of negotiations may be submitted to mediation pursuant to section 3518 of the Dills Act.

Any Agreement resulting from such negotiations shall be executed in writing and shall become an addendum to this Agreement once approved by the California Department of Human Resources.

If the parties are in disagreement as to whether a proposed change is subject to this subsection, such a dispute may be submitted to the arbitration procedure for resolution. The arbitrator's decision shall be binding.

If either party believes the other to be engaged in bad faith bargaining, either party may take the issue to the California Department of Human Resources and if unresolved, nothing in this section will prevent either party from filing a complaint with the Public Employment Relations Board (PERB).

Nothing in this section shall be construed to require the employer to violate a statutory or regulatory mandate, or court order.

4.5 Supersession

- A. The following Government Code sections and related rules are hereby incorporated into this Agreement. However, if any other provision of this Agreement is in conflict with any of the Government Code sections listed below,

such Agreement provision shall be controlling. The Government Code sections listed below are cited in section 3517.6 of the Dills Act.

Government Code sections

1. General

19824 Establishes monthly pay periods.

19839 Provides lump sum payment for unused vacation accrued or compensating time off upon separation.

2. Holidays

19853 Establishes legal holidays.

19854 Provides for personal holiday.

3. Vacations

19858.1 Defines amount earned and methods of accrual by full- time employees.

19856 Requires CalHR to establish rules regulating vacation accrual for part-time employees and those transferring from one State agency to another.

19856.1 Requires CalHR to define the effect of absence of 10 days or less on vacation accrual.

19863 Allows vacation use while on temporary disability (due to work-incurred injury) to augment paycheck.

19991.4 Provides that absence of an employee for a work-incurred compensable injury or disease is considered continuous service for the purpose of the right to vacation.

4. Sick Leave

19859 Defines amount earned and methods of accrual for full- time and part-time employees.

19861 Allows CalHR to define the effect on sick leave credits of absences of 10 days or less in any calendar month.

19862 Permits sick leave to be accumulated.

19862.1 Allows employees who enter civil service from an exempt position within six (6) months to carry unused sick leave credit.

- 19863 Allows sick leave use while on temporary disability (due to work-incurred injury) to augment paycheck.
 - 19864 Allows the CalHR to provide by rule for sick leave without pay for employees who have used up their sick leave with pay.
 - 19866 Provides sick leave accumulation for non-civil service employees.
 - 19991.4 Provides that absence of an employee for a work-incurred compensable injury or disease is considered continuous service for the purpose of the right to sick leave.
5. Paid Leaves of Absence
- 19991.3 Jury Duty.
6. Uniforms, Work Clothes, and Safety Equipment
- 19850 Definitions.
 - 19850.1 Provides for uniform allowances.
 - 19850.3 Requires CalHR to establish procedures to determine need for uniforms and the amount and frequency of uniform allowances.
 - 19850.4 Provides for work clothes for purposes of sanitation or cleanliness to be maintained and owned by the State.
 - 19850.5 Provides for initial issuance of required safety equipment at State expense.
7. Industrial Disability Leave (IDL)
- 19869 Defines who is covered.
 - 19870 Defines "IDL" and "full pay".
 - 19871 Provides terms of IDL coverage in lieu of workers' compensation temporary disability payment.
 - 19871.1 Provides for continued benefits while on IDL.
 - 19872 Prohibits payment of temporary disability or sick leave pay to employees on IDL.
 - 19873 Inapplicability of retraining and rehabilitation provisions of Labor Code to employees covered by IDL.

- 19874 Allows employees to receive Workers' Compensation benefits after exhaustion of IDL benefits.
 - 19875 Requires three-day waiting period, unless hospitalized or disability of more than 14 days.
 - 19876 Payments contingent on medical certification and vocational rehabilitation.
 - 19877 Authorizes CalHR to adopt rules governing IDL.
 - 19877.1 Sets effective date.
8. Non-Industrial Disability Insurance (NDI)
- 19878 Definitions.
 - 19879 Sets the amount of benefits and duration of payment.
 - 19880 Sets standards and procedures.
 - 19880.1 Allows employee option to exhaust vacation prior to NDI.
 - 19881 Bans NDI coverage if employee is receiving unemployment compensation.
 - 19882 Bans NDI coverage if employee is receiving other cash payment benefits.
 - 19883 Provides for discretionary deductions from benefit check, including employer contributions; employee does not accrue sick leave or vacation credits or service credits for any other purpose.
 - 19884 Filing procedures; determination and payment of benefits.
 - 19885 Authorizes CalHR to establish rules governing NDI.
9. Life Insurance
- 21600 Establishes group term life insurance benefits.
 - 21604 Provides for Death Benefit from PERS.
 - 21605 Sets Death Benefit at \$5,000 plus 50 percent of one year's salary.
10. Health Insurance
- 22870 Provides for employee and employer contribution.

22871 and 22871. Sets employer contribution.

11. Workweek

19851 Sets 40-hour workweek and eight (8) hour day.

19843 Directs CalHR to establish and adjust workweek groups.

12. Overtime

19844 Directs CalHR to establish rules regarding cash compensation and compensating time off.

19848 Permits the granting of compensating time off in lieu of cash compensation within 12 calendar months after overtime worked.

19849 Requires CalHR to adopt rules governing overtime and the appointing power to administer and enforce them.

19863 Allows use of accumulated compensable overtime while on temporary disability (due to work-incurred injury) to augment paycheck.

13. Callback Time

19849.1 Allows CalHR to set rules and standards for callback time based on prevailing practices and the needs of State service.

14. Deferred Compensation

19993 Allows employees to deduct a portion of their salary to participate in a deferred compensation plan.

15. Relocation Expenses

19841 Provides relocation expenses for involuntary transfer or promotion requiring a change in residence.

16. Travel Expenses

19820 Provides reimbursement of travel expenses for officers and employees of the State on State business.

19822 Provides reimbursement to State for housing, maintenance and other services provided to employees.

17. Unpaid Leaves of Absence

- 19991.1 Allows the appointing power to grant a one (1) year leave of absence; assures the employee a right of return.
- 19991.2 Allows the appointing power to grant a two (2) year leave for service in a technical cooperation program.
- 19991.3 Jury duty.
- 19991.4 Provides that absence of an employee for work-incurred compensable injury or disease is considered as continuous service for purposes of salary adjustments, sick leave, vacation or seniority.
- 19991.6 Provides one (1) year of pregnancy leave or less as required by a permanent female employee.

18. Performance Reports

- 19992 Provides for establishment of performance standards by State agencies.
- 19992.1 Provides for a system of performance reports and allows CalHR to enforce adherence to appropriate standards.
- 19992.2 Requires the appointing power to prepare performance reports and show them to the employee.
- 19992.3 Requires performance reports to be considered in salary increases and decreases, layoffs, transfers, demotions, dismissals and promotional examinations as prescribed by CalHR rule.
- 19992.4 Allows CalHR to establish rules leading to reduction in class and compensation or dismissal for unsatisfactory service.

19. Involuntary Transfers

- 19841 Provides relocation expenses for involuntary transfer or promotion requiring a change in residence.
- 19994.1 Authorizes involuntary transfers. Requires sixty (60) day prior written notice when transfer requires change in residence.
- 19994.2 Allows seniority to be considered when two (2) or more employees are in a class affected by involuntary transfers which require a change in residence.

20. Demotion and Layoff

- 19143 Requires CalHR to establish rules concerning seniority credits for employees with breaks in service over six (6) months.
- 19997.2 Provides for subdivisional layoffs in a State agency subject to CalHR approval. Subdivisional reemployment lists take priority over others.
- 19997.3 Requires layoffs according to seniority in a class, except for certain classes in which employee efficiency is combined with seniority to determine order of layoff.
- 19997.8 Allows demotion in lieu of layoff.
- 19997.9 Provides for salary at maximum step on displacement by another employee's demotion, provided such salary does not exceed salary received when demoted.
- 19997.10 An employee displaced by an employee with return rights may demote in lieu of layoff.
- 19997.11 Establishes reemployment lists for laid-off or demoted employees.
- 19997.12 Guarantees same step of salary range upon recertification after layoff or demotion.
- 19997.13 Requires thirty (30) day written notice prior to layoff and not more than sixty (60) days after seniority is computed.
- 19998 Employees affected by layoff due to management-initiated changes should receive assistance in finding other placement in State service.

21. Incompatible Activities

- 19990 Requires each appointing power to determine activities which are incompatible in conflict with or inimical to their employees' duties; provides for identification of and prohibits such activities.

22. Use of State Time

- 19991 Provides State time for taking civil service examinations including employment interviews for eligibles on employment lists or attending a meeting of CalHR or SPB on certain matters.

23. Training

- 19995.2 Provides for counseling and training programs for employees whose positions are to be eliminated by automation, technological or management-initiated changes.
- 19995.3 Provides for Department of Rehabilitation to retrain and refer disabled State employees to positions in State service.

4.6 Savings Clause

Should any provisions of this Agreement be found unlawful by a court of competent jurisdiction or invalidated by subsequently enacted legislation, the remainder of the Agreement shall continue in full force and effect. Upon issuance of such a decision, the parties shall meet as soon as practical to attempt to renegotiate the invalidated provision(s).

4.7 Legislation

The Union will notify CalHR, and CalHR will notify the Union, on any legislation it sponsors which, to its knowledge, has an effect on the Unit 13 collective bargaining Agreement.

4.8 Parking/Transportation Incentives

- A. The State and Union agree that the State shall encourage employees to use alternate means of transportation to commute to and from work in order to reduce traffic congestion and improve air quality.
- B. Employees working in areas served by mass transit, including rail, bus, or other commercial transportation licensed for public conveyance shall be eligible for a seventy-five percent (75%) discount on public transit passes sold by State agencies up to a maximum of sixty-five dollars (\$65) per month. Employees who purchase public transit passes on their own, shall be eligible for a seventy-five percent (75%) reimbursement up to a maximum of sixty-five dollars (\$65) per month. This shall not be considered compensation for purpose of retirement. The State may establish and implement procedures and eligibility criteria for the administration of this benefit including required receipts and certification of expenses.
- C. Employees riding in vanpools shall be eligible for a seventy-five percent (75%) reimbursement of the monthly fee up to a maximum of sixty-five dollars (\$65) per month. In lieu of the vanpool rider reimbursement, the State shall provide one hundred dollars (\$100) per month to each State employee who is the primary vanpool driver, meets the eligibility criteria, and complies with program procedures as developed by the State for primary vanpool drivers. This shall not be considered compensation for purposes of retirement. A vanpool is defined as a group of seven or more people who commute together in a vehicle (State or

non-State) specifically designed to carry an appropriate number of passengers. The State may establish and implement procedures and eligibility criteria for the administration of this benefit.

- D. Employees headquartered out of State shall receive reimbursement for qualified public transportation and vanpool expenses for seventy-five percent (75%) of the cost up to a maximum of sixty-five dollars (\$65) per month or in the case of the primary vanpool driver, the one hundred dollars (\$100) per month rate. The appointing power may establish and implement procedures regarding the certification of expenses.
- E. For the term of this Agreement, the parties agree that the State may increase parking rates in existing owned, wholly leased, or administered lots, in urban congested areas, no more than twenty dollars per month above the current rate charged to employees in specific locations where they park. Congested urban areas are areas such as Sacramento, San Francisco Bay, Fresno, Los Angeles, San Bernardino, Riverside, and San Diego areas. Every effort shall be made to provide employees sixty (60) days but no less than thirty (30) days notice of a parking rate increase. The State shall not increase rates for existing owned or administered parking lots where employees do not currently pay parking fees. Rates at new lots owned, wholly leased, or administered by the State will be set at a level comparable to rates charged for similar lots in the area of the new lot, e.g. rates for open lots shall be compared to rates for open lots, rates for covered parking shall be compared to rates for covered parking. This Article does not apply to parking spaces leased in parking lots owned or administered by private vendors.
- F. By April 1, 2000, the State shall develop a system to employees where parking fees may be paid with pre-tax dollars.

Notwithstanding any other provision of this Contract, the Union agrees that the State may implement new policies or change existing ones in areas such as transit subsidies, vanpool/carpool incentives, walking/biking incentives, parking, parking fees, hours of work and other actions to meet the goals of transportation incentives. The State agrees to notice and meet and confer regarding the impact of such new or changed policies.

4.9 Work Clothing

1. General Services

The Facilities and Maintenance Division (FMD) will continue their current practice of issuing and maintaining work clothing with the following additions:

- a. Upon request, FMD shall also provide a Unit 13 employee with adequate multiple changes of work pants.
- b. Coveralls will be made available for use in all work locations.

2. Caltrans

- a. Caltrans will provide a pair of coveralls and a set of ten (10) work shirts.

3. Corrections

- a. The Department of Corrections and Rehabilitation will either furnish work clothing or will provide a work clothing allowance to employees covered by this Contract.
- b. If the institution elects to pay the work clothing allowance, the employees will be compensated at the following rates:

July 1, 2002 \$400.00

And each July 1 thereafter.

The check will be distributed by September 1 of each year.

An institution choosing to provide work clothes shall supply employees with a reasonable amount of pants and shirts to enable the employee to conform to the dress standards mentioned below in this section.

If an institution changes from furnishing work clothing to providing a work clothing allowance or from providing a work clothing allowance to providing work clothing, the employee will receive a pro rata share for each month while eligible for the clothing allowance during that fiscal year.

Employees will be required to wear clean work clothing consisting of dark brown pants and light brown shirts.

4. All other departments

- a. All other departments will provide a minimum of one (1) pair of coveralls for each work area and more where reasonably needed.

4.10 Uniform Allowance

A. Department of Parks and Recreation

- 1. When the State requires a uniform to be worn and does not provide for such a uniform, the State will authorize, based upon the employee submitting a receipt, a uniform reimbursement for up to four hundred fifty dollars (\$450) per year. "Uniform" means outer garments, which are required to be worn exclusively while carrying out the duties and responsibilities of the position and which are different from the design or fashion of the general population. This definition includes items that serve to identify the person, agency, functions performed, position, or time in service. Unit 13 employees shall be

responsible for the purchase of required uniforms as a condition of employment. Unit 13 employees shall wear their required uniforms only in an official capacity.

2. Uniform reimbursement shall not be considered compensation for retirement purposes.
3. The uniform replacement reimbursement anniversary date for permanent full-time employees in the Department of Parks and Recreation shall continue to be February 1 of each year. Employees will receive their reimbursement based on the date in accordance with existing State laws, rules and regulations. Employees who do not have one full year of eligibility for the uniform replacement reimbursement as of February 1 of any year will receive an allowance pro-rated in accordance with existing laws, rules and regulations.
4. All permanent intermittent and part-time Unit 13 employees in the Department of Parks and Recreation will continue to receive uniform reimbursement in accordance with existing laws, rules and regulations.
5. Employees will normally receive their uniform reimbursement within sixty (60) days of their anniversary date or date the employee submits his/her expense claim with necessary receipts, whichever is later. It is understood by the parties that the Department has no control over the procedures and processes of the State Controller's Office and that such procedures and processes may impact the timeliness of the uniform replacement allowance checks.

B. Department of Forestry and Fire Protection

1. "Uniform" means outer garments, which are required to be worn exclusively while carrying out the duties and responsibilities of the position and which are different from the design or fashion of the general population. This definition includes items that serve to identify the person, agency, functions performed, position, or time in service. Unit 13 employees shall be responsible for the purchase of required uniforms as a condition of employment. Unit 13 employees shall wear their required uniforms only in an official capacity.
2. The State shall provide an annual uniform replacement reimbursement of up to \$450. The employee shall be eligible for the uniform replacement reimbursement after the equivalent of one (1) full year in a position which requires a uniform and on the anniversary of that date each year thereafter. All requests for the reimbursement must be substantiated by receipts and turned into the appropriate Unit, Region or Headquarters Personnel Office for processing.

4.11 Incentive Award Program

The Department of General Services, Facilities and Maintenance Division (FMD), has established an incentive award program to encourage employees to work safely, efficiently, and to reduce sick leave usage.

All permanent, full-time employees in FMD are eligible to participate in the program. The Department agrees to provide up to ten thousand dollars (\$10,000) in total for funding of individual and group awards for this program but is not obligated to expend the entire amount. The management of FMD has developed the criteria for granting the awards.

The State reserves the right to cancel this program if such action is deemed to be in the best interest of the State. The State agrees to give affected employees and IUOE thirty (30) days' notice prior to canceling the program. This section shall not be grievable or arbitrable.

4.12 State Owned Housing Rental and Utility Rates

A. Rent

Effective July 1, 1999 and annually thereafter for the duration of this Contract, current rental rates for all types of State owned employee housing, including trailers and/or trailer pads, may be increased by the State with sixty (60) day notice as follows:

1. Where employees are currently occupying State owned housing, the State may raise such rates paid by employees up to twenty five percent (25%) each year not to exceed Fair Market value.
2. During the term of this Contract, where no rent is being charged, the State may raise rents up to seventy five dollars (\$75) per month or when an employee vacates State owned housing, including trailers and/or trailer pads, the State may raise rents for such housing up to the Fair Market value.
3. Employee rental of State housing shall not ordinarily be a condition of employment. In any instance after July 1, 1999 and annually thereafter, when the rental of State housing is made a condition of employment, the State may charge the employee ten percent (10%) less than the regular rate of rent.
4. Employees renting State owned housing occupy them at the discretion of the State employer. If the State decides to vacate a State owned housing unit currently occupied by a State employee, it shall give the employee a minimum of thirty (30) days' advance notice.

B. Utilities

Effective July 1, 1999, and annually thereafter, current utility charges for all types of State owned employee housing, including trailers and/or trailer pads, may be increased by the State as follows:

1. Where employees are currently paying utility rates to the State, the State may raise such rates up to eight percent (8%) each year.
2. Where no utilities are being charged, the State may impose such charges consistent with its costs.
3. Where utilities are individually metered to State owned housing units, the employee shall assume all responsibility for payment of such utility rates, and any increases imposed by the utility company.

4.13 Work Assignments

In accordance with Government Code 19818.8 and 19051, work regularly performed by Bargaining Unit 13 employees will not normally be assigned to non-bargaining unit personnel.

4.14 Individual Agreements

The State shall not negotiate with or enter into memorandum of understanding or adjust grievances or grant rights or benefits not covered in this Agreement to any employee unless such action is with IUOE concurrence.

4.15 Involuntary Transfer Requiring Change in Residence

- A. When an employee is involuntarily transferred, which reasonably requires the employee to permanently change his/her place of residence, the employee shall be given a sixty (60) day written notice of the effective date of the transfer. The notice shall set forth why the employee is being transferred. The sixty (60) day notice may be waived by the employee.
- B. Involuntary transfers shall not be made to harass or discipline employees. Employees who believe they are being transferred for the purpose of harassment or disciplinary reasons shall have the right to grieve the transfer.
- C. When there are two or more Unit 13 employees in the same class in the same work location, the employee to be transferred will be selected by seniority. The employee with the least seniority will be the first to be transferred, and the employee with the greatest seniority will be the last to be transferred.
- D. Employees required to transfer under this section shall be reimbursed for expenses incurred as per section 19841 of the Government Code.

- E. The definition of an involuntary transfer is a transfer which reasonably requires a permanent change in residence.
- F. This section supersedes any remedies under Government Code section 19994.3.

4.16 Appeal of Involuntary Transfer

- A. An involuntary transfer which reasonably requires an employee to change his/her residence may be grieved under Article 5 only if the employee believes it was made for the purpose of harassing or disciplining the employee. If the appointing authority or the Department of Human Resources disapproves the transfer, the employee shall be returned to his or her former position; shall be paid the regular travel allowance for the period of time he/she was away from his/her original headquarters; and his/her moving costs both from and back to the original headquarters shall be paid in accordance with the Department of Human Resources law and rules.
- B. An appeal of an involuntary transfer which does not reasonably require an employee to change his/her residence shall not be subject to the arbitration procedure. It shall be subject to the grievance procedure if the employee believes it was made for the purpose of harassing or disciplining the employee but may only be appealed to the second level of the grievance procedure.

4.17 Shift Changes

It is not intended for this section to be used to change employee's schedules or shift in order to avoid the payment of overtime.

- A. Short shift change of less than 10 days
 - 1. The State shall provide at least twenty-four (24) hours notice to employees prior to making a short shift change. A short shift change is defined as a change in the hours of work in a day and/or the days of work in a week where such changes shall be for a duration of less than ten (10) calendar days. Failure to provide such notice shall result in the employee being paid a premium of one and one-half times the regular rate of pay for the entire first shift affected by the short shift change. For purposes of this section, a short shift change does not occur if the employee's workday is extended as a result of an order to report early or stay late.
- B. Temporary Shift Change of 10 to 30 Days
 - 1. The State shall provide at least three (3) working days notice to employees prior to making a temporary shift change. A temporary shift change is defined as a change in the hours of work in a day and/or the days of work in a week where such change shall be for the duration of ten (10) to thirty (30) calendar days. Failure to provide such notice shall result in the employee being paid a premium of one and one-half times the regular rate of pay for all hours

worked on the temporary shift prior to passage of the three (3) day notice period.

C. Permanent Shift Change

1. A permanent shift change is defined as a change in the hours of work in a day and/or the days of work in a week where such change shall be for a duration greater than thirty (30) calendar days. Permanent shift changes shall be made in accordance with Post and Bid (section 14.1) provisions, of this Agreement.

Once the provisions of 14.1 have been completed, the state shall provide seven (7) calendar days' notice to employees prior to making a permanent shift change.

For short shift changes and temporary shift changes as described above, notice requirements shall not be required in the event that the change is necessitated by an event that poses immediate danger to life or property or as a result of a natural disaster.

4.18 Management Directed Out-of-Classification Assignments

- A. If a department head or designee requires an employee to work in a higher classification the employee shall be entitled to receive the difference between his/her salary and differentials and the salary and differentials of the higher class at the same step the employee would receive if the employee were to be promoted to that class.

Out-of-class assignments will typically be made in one week increments. Filling in for a supervisor on a short-term basis (less than one [1] week) does not constitute out-of-class work.

If an employee believes that he/she is working out-of-class in a higher level class, he/she can file a grievance in accordance with Article 5.

Out-of-class assignments shall not be made to circumvent career appointments.

- B. Should any employee file suit against the Union seeking to declare this provision illegal, the State shall indemnify the Union for any costs incurred in defending itself.
- C. The State shall not rotate employees in and out of out-of-class assignments for the sole purpose of avoiding payment of out-of-class pay.
- D. It is not the State's intent to select employees for out-of-class assignments based on favoritism. Furthermore, whenever possible, the appointing power shall choose employees for out-of-class appointment from the current hiring list for the particular job classification for which the employee is to be hired on an acting basis. If there is no appropriate current hiring list at the local facility or office complex, the State shall assign the out-of-class duty whenever possible only to

those employees who are qualified to take the examination for entry into that classification.

Resolution of Out-of-Classification Disputes

If any dispute arises regarding out-of-class assignments and compensation, an employee may file a grievance in accordance with Article 5. Approved out-of-class grievances may be compensated retroactively for a period no greater than one (1) year preceding the filing of the grievance.

4.19 Layoff and Reemployment

- A. Application. Whenever it is necessary because of a lack of work or funds, or whenever it is advisable in the interest of economy to reduce the number of permanent and/or probationary employees (hereafter known as "employees") in any State agency, the State may layoff employees pursuant to this Article.
- B. Order of Layoff. Employees shall be laid off by classification in order of Unit 13 seniority, pursuant to Government Code sections 19997.2 through 19997.7 and applicable State Personnel Board rules. Unit 13 seniority shall prevail where any inconsistency results from application of the listed Government Code sections or State Personnel Board rules.
- C. Seniority Definition. Unit 13 seniority is defined as time worked in the following classifications:

CLASSIFICATION

Boiler Room Tender CF

Boiler Room Tender

Refrigeration Engineer

Refrigeration Engineer CF

Stationary Engineer

Stationary Engineer CF

Stationary Engineer I CF

Stationary Engineer I

Stationary Engineer II CF

Stationary Engineer II

Stationary Engineer Apprentice

Stationary Engineer Apprentice CF
Stationary Engineer Supervisor CF
Stationary Engineer Supervisor
Water & Sewage Plant Supervisor CF
Water & Sewage Plant Supervisor
Water & Sewage Plant Supervisor (Angel Island)
Water & Sewage Plant Operator (CAL FIRE)
Operator, Tunnel & Tubes
Maintenance Worker, Tunnel & Tubes
Chief Engineer I

- D. Break in Service. A break in service shall not constitute a loss in seniority when the employee returns to a Unit 13 classification.
- E. Notice. Employees compensated on a monthly basis shall be notified thirty (30) calendar days in advance of the effective date of layoff. Where notices are mailed, the thirty (30) calendar day time period will begin to run on date of mailing a notice. Notice of the layoff shall be sent to IUOE.
- F. Transfer or Demotion in Lieu of Layoff. The State may offer affected employees a transfer or a demotion in lieu of layoff pursuant to Government Code sections 19997.8 through 19997.10 and applicable State Personnel Board rules. If an employee refuses a transfer or demotion, the employee shall be laid off.
- G. Reemployment. In accordance with Government Code sections 19997.11 and 19997.12, the State shall establish a reemployment list by class for all employees who are laid off. Such lists shall take precedence over all other types of employment lists for the classes in which employees were laid off.

4.20 Mandatory Placement

The parties recognize that this Article shall not contravene employee rights to mandatory reinstatement or placement in accordance with the Government Code.

4.21 Footwear Reimbursement

All permanent full-time Unit 13 employees on payroll as of July 1, 2019, shall be eligible to be reimbursed eighty-two dollars (\$82) per year or one hundred and sixty-four dollars (\$164) every two years as an allowance toward purchasing work footwear consistent with each state department's policy. This allowance will be reimbursed to employees

within 30 days of submitting a completed claim; employees must submit receipts prior to receiving the reimbursement.

ARTICLE 5 – GRIEVANCE AND ARBITRATION PROCEDURE

5.1 Purpose

- A. This grievance procedure shall be used to process and resolve grievances arising under this Agreement and employment-related complaints.
- B. The purposes of this procedure are:
 - 1. To resolve grievances and complaints informally at the lowest possible level.
 - 2. To provide an orderly procedure for reviewing and resolving grievances and complaints promptly.

5.2 Definitions

- A. A grievance is a dispute of one or more employees or a dispute between IUOE and the State involving the interpretation, application, or enforcement of this Agreement, or involving a law, policy or procedure concerning employment-related matters not covered in this Agreement and not under the jurisdiction of the State Personnel Board (SPB).
- B. As used in this procedure, the term "immediate supervisor" means the individual identified by the department head.
- C. As used in this procedure, the term "party" means IUOE, an employee or the State.
- D. An "IUOE Representative" is an IUOE paid staff representative.
- E. "Days" means calendar days exclusive of Saturdays, Sundays and State recognized holidays as defined in the Holidays section of this Agreement.

5.3 Waiver of Time Limits/Steps

Any level of review or any time limit established in this procedure may be waived or extended by mutual Agreement of the State's representative and IUOE's representative. Beginning with any formal level, if the employee fails to appeal from one level to the next level within the time limits established in this grievance procedure, the grievance shall be considered settled on the basis of the last decision, and the grievance shall not be subject to further appeal or reconsideration.

If the State fails to respond to a grievance within the time limits specified for that step, the grievant shall have the right to appeal to the next step.

5.4 Presentation

At any step of the grievance procedure the parties, by mutual Agreement, may determine it desirable to hold a grievance conference. If a grievance conference is scheduled, the grievant or an IUOE employee representative or both may attend without loss of compensation. All parties recognize that it is mutually beneficial to resolve disputes as informally as possible. When informal resolution is not possible, a formal grievance may be filed.

5.5 Formal Grievance - Step 1

- A. A formal grievance may be filed no later than fifteen (15) days after the event or circumstances occasioning the grievance or after knowledge of same reasonably should have been acquired.
- B. A formal grievance shall be initiated in writing on a form provided by the State and shall be filed with a designated local manager identified by each department head as the first formal level of appeal.
- C. Within twenty (20) days after the formal grievance is postmarked to the person designated by the department head as the first level of appeal, this designated person shall respond in writing to the grievance.
- D. No Agreement, interpretation or grievance settlement made at this stage of the grievance procedure shall be considered precedential. All interpretations and settlements shall be consistent with the provisions of this Agreement.

5.6 Formal Grievance - Step 2

- A. If the grievant is not satisfied with the decision rendered pursuant to Step 1, the grievant may appeal the decision to the Director or his/her designee as the second level of appeal. This appeal must be postmarked within ten (10) days from the postmark of the Step 1 decision.

Within fifteen (15) days after the appeal is postmarked, the Department head or designee as the second level of appeal shall respond in writing to the grievance. If the Department does not respond timely or does not secure an extension from an IUOE representative (requests for extension will not be unreasonably denied), IUOE may appeal directly to the Formal Grievance – Step 3 consistent with Article 5.3.

Both parties shall endeavor to provide as much accurate detail as possible when filing grievances and when responding to them to ensure that grievances are resolved at the lowest possible level.

5.7 Formal Grievance - Step 3

- A. Only those grievances that involve the interpretation, application or enforcement of the provisions of this Agreement may be appealed to the Department of Human Resources. For all other grievances, the Departmental Director or his/her designee is the final level of review.
- B. If the grievant is not satisfied with the decision rendered at Step 2, IUOE may appeal the decision to the Director of the Department of Human Resources or designee. This appeal must be postmarked within ten (10) days from the postmark of the Step 2 decision.
- C. Within fifteen (15) days after the appeal, the Director of the Department of Human Resources or designee shall respond in writing to the grievance.

5.8 Reconsideration

By mutual Agreement, the grievance may revert to a prior level for reconsideration.

5.9 Board of Adjustment

- A. If the IUOE is not satisfied with the decision rendered at Step 3 (Department of Human Resources), the IUOE may appeal the decision for consideration by a Board of Adjustment (BOA). The appeal must be sent to the Department of Human Resources, the affected departmental Labor Relations Office, and the IUOE postmarked within ten (10) days from the postmark of the Step 3 level decision. Within ten (10) days, the parties shall schedule a BOA.
- B. The BOA shall be comprised of two (2) representatives designated by IUOE and one (1) representative designated by the affected Department and one (1) representative designated by the Department of Human Resources.
- C. The Board of Adjustment shall have the authority to deny the appeal, grant the remedy requested in whole or in part, or issue a remedy as deemed appropriate by the BOA. The BOA shall not have the power to add to, subtract from or modify this Contract.
- D. The Board shall meet as mutually agreed by the designated members on a schedule that assures that appeals are considered on a timely basis. Procedures for the conduct of the appeal shall be the exclusive purview of the Board and may differ from case to case. Discussions and decisions shall be conducted in executive session. Once a decision is reached, the Board's decision shall be conveyed in writing to both parties within three business days.

If either party does not appear at the scheduled BOA, the grievance shall be deferred until another BOA can be scheduled. If either party fails to appear at the rescheduled BOA, it will result in a default judgment.

- E. Any decision adopted by the majority (3 or more votes) of the Board shall be final and binding upon the parties.
- F. In the event the Board deadlocks (2 to 2 vote), IUOE may appeal the matter to arbitration within fifteen (15) days consistent with the terms of this article. Only grievances that involve the interpretation, application or enforcement of the express terms of this Agreement may be appealed to binding arbitration.

5.10 Arbitration

- A. Only grievances that involve the interpretation, application or enforcement of the provisions of this Agreement may be appealed to binding arbitration.
- B. If the grievance is not resolved at the BOA level, within fifteen (15) days after the BOA determines that a deadlock exists and has so informed the parties in writing, IUOE shall have the right to submit the grievance to arbitration. The fifteen (15) day time frame shall begin as of the postmark date on the BOA's decision to the parties.
- C. IUOE shall have one hundred and eighty (180) days after appealing the grievance to arbitration to request in writing to CalHR to strike for arbitrators. If this request is not made within one hundred and eighty (180) days of the grievance appeal, the grievance shall be considered withdrawn.
- D. If no agreement is reached on the selection of an arbitrator within thirty (30) days, the parties shall, immediately and jointly, request the State Mediation and Conciliation Service to submit to them a list of seven (7) arbitrators from which the State and BU 13 IUOE shall alternately strike names until one name remains and this person shall be the arbitrator. A coin toss shall be used to determine who strikes the first name.
- E. The cost of arbitration shall be borne equally between the parties.
- F. An arbitrator may, upon request of IUOE and the State, issue his/her decision, opinion or award orally upon submission of the arbitration. Either party may request that the arbitrator put his/her decision, opinion or award in writing and that a copy be provided to the parties.
- G. The arbitrator shall not have the power to add to, subtract from or modify this Contract. In all arbitration cases, the award of the arbitrator shall be final and binding upon the parties.

5.11 Health and Safety Grievances

- A. It is the policy of the state to endeavor to provide a safe and health workplace for all employees. To that end, when an employee or IUOE in good faith believe that the employee is being required to work where a clear and present danger exists, the supervisor will be so notified. The supervisor will immediately investigate the

situation (unless circumstances do not permit, the supervisor will endeavor to check with a higher level of management or with a departmental safety officer) and either direct the employee to temporarily perform some other task or proclaim the situation safe and direct the employee in writing to proceed with assigned duties. If IUOE or the employee still believes the unsafe conditions exist, IUOE or the employee may file a formal grievance.

- B. For health and safety grievances, the employer will respond within twenty-four (24) hours at level 1 and within three (3) days at level 2. If the grievance is not resolved at the department level of appeal, IUOE shall have the right to submit the grievance to the BOA pursuant to Article 5.9.

ARTICLE 6 – INTENTIONALLY EXCLUDED

ARTICLE 7 – HOURS OF WORK AND OVERTIME

7.1 Overtime

- A. Employees in Unit 13 required to work in excess of forty (40) hours per week shall be compensated for such ordered overtime either by cash payment or compensating time off (CTO) in the following manner.
 - 1. Cash compensation shall be at one and one-half (1½) times the hourly rate.
 - 2. Compensating time off shall be authorized at one and one-half (1½) hours for each overtime hour worked.
 - 3. Before an employee is required to work mandatory overtime, management will make every effort to schedule appropriate available employees prior to mandating overtime. This shall include, but is not limited to volunteers. As a last resort, to meet required staffing needs, when an employee is mandated to work overtime during a week with approved leave, other than sick leave, they will earn premium (1½ time) overtime compensation for hours worked over forty (40) of pre-scheduled leave, other than sick leave, and hours worked in that week.
- B. Notwithstanding any other Contract provision, departmental policy or practice, the travel time of employees who are covered by FLSA shall only be considered as time worked if it meets the definitions and requirements of travel time in sections 785.34 through 785.41 of Title 29 of the Code of Federal Regulations.
- C. Bargaining Unit 13 employees shall be compensated for ordered overtime of at least one-quarter hour at any one time. Overtime will be credited on a one-quarter hour basis with a full quarter of an hour credit granted if half or more of the period is worked. Smaller fractional units will not be accumulated.

- D. The first eighty (80) hours of ordered overtime during a fiscal year shall be compensated with either CTO or cash, at the employee's discretion. Thereafter, compensation (CTO or cash) shall be determined by the employer.
- E. At the employer's option, unused CTO in excess of one hundred (100) hours on the books may be cashed out on June 30 of every fiscal year.
- F. Accrual shall not exceed two hundred forty (240) hours at any time.
- G. CTO may be taken only at the request of the employee and with prior supervisory approval. CTO credits may be used in fifteen (15) minute increments.
- H. Only time physically worked shall be considered time worked towards premium overtime in a work week. This means that time spent by employees on paid leave, such as vacation, sick leave, holidays, compensating time off, etc., need not be counted as time worked for purposes of determining eligibility for premium overtime.

7.2 Night Shift Differential

Employees in the Bargaining Unit who regularly work shifts shall receive a two dollars (\$2) per hour differential for night shifts or a one dollar (\$1) per hour differential for evening shifts.

1. Employees shall qualify for the evening shift pay differential where four (4) or more hours of the regularly scheduled work shift fall between 6 p.m. and 12 midnight.
2. Employees shall qualify for the night shift pay differential where four (4) or more hours of the regularly scheduled work shift fall between 10 p.m. and 6 a.m.

7.3 Overtime Distribution

- A. Supervisors shall endeavor to equally distribute overtime hours to all Unit 13 employees within a work location. Within such work areas, the employees or the Union may request posting of a record of overtime hours offered to each employee. This record shall be kept solely for the purpose of determining equitable distribution of overtime.
- B. Overtime work will be assigned to employees in the classification that customarily is assigned the work.
- C. The employer shall establish a procedure that requests and utilizes volunteers to perform overtime work from among Unit 13 employees who are qualified and available within the work location. In the event there are insufficient volunteers for overtime, such overtime shall be assigned in reverse seniority.

7.4 Workweek

- A. Five (5) consecutive work days of eight (8) consecutive hours with two (2) consecutive days off shall constitute the workweek of all permanent full-time Unit 13 employees.
- B. Alternate work week schedules may be established for employees in Unit 13 only by mutual agreement with IUOE and the State.
- C. Any existing alternate work schedules at the time of implementation of this agreement shall continue consistent with the employer's policies, procedures and practices.

7.5 Calls to Work/Scheduled Overtime

- A. An employee who has completed a normal work shift, when ordered back to work, shall be credited with a minimum of four (4) hours work time provided the call back to work is without having been notified prior to completion of the work shift. When such an employee is called back under these conditions within four (4) hours of the beginning of a previous call or an additional call is received while still working on an earlier callback, the employee shall not receive an additional four (4) hours credit for the new callback. When an employee is called back to work, the employee will be permitted to leave when the situation(s) that he/she was called in for has been completed and has informed the supervisor of such. It is not the intent to have the employee perform additional work that represents routine maintenance that can or should be accomplished during the normal workday.

When such an employee is called back within four (4) hours of the beginning of the employee's next shift, callback credit shall be received only for the hours remaining before the beginning of the employee's next shift. If an employee is called in within four (4) hours of his/her next shift, the employee will be allowed to work until the end of his/her regular shift.

- B. When staff meetings, training sessions, or work assignments are scheduled on an employee's authorized day off, the employee shall be scheduled for a minimum of four (4) hours work. When the employee is notified prior to completion of his or her work shift and the work begins less than three (3) hours after completion of the work shift, the employee will be credited for the hours actually worked; if the work begins more than three (3) hours after the completion of the work shift, the employee will be scheduled for a minimum of four (4) hours of work.
- C. A call back situation does not exist when an employee is ordered to temporarily report for a different work shift in lieu of their regular shift pursuant to section 14.6.

- D. Overtime hours will be paid at the overtime rate established in this Agreement after the employee has worked forty (40) hours in the workweek.
- E. When an employee receives a call to work which results in an additional commute during the workweek, the employee shall be reimbursed for travel mileage, to and from the report location, in accordance with applicable Contract provisions and/or rules.

7.6 Rest Periods

An employee will be granted a rest period not to exceed fifteen (15) minutes during each four (4) hours of his/her work shift unless there is an emergency or other operating needs preclude it. The rest period shall not exceed thirty (30) minutes total for any day. Rest periods shall be considered hours worked. Rest periods not taken shall not be accumulated, used for overtime purposes, nor may they be used to "make-up" time. The State shall determine the time when the rest period is to be taken. A rest period normally will not be granted during the first or last hour of the work shift. Except with the consent of the State, an employee shall not leave his or her assigned work location.

7.7 Meal Periods

- A. Unit 13 employees normally will be allowed an unpaid meal period of not less than thirty (30) minutes nor more than sixty (60) minutes which shall be scheduled by the employee's supervisor as near as possible to the middle of the work shift. Employees on an unpaid meal period will not be restricted to any special area during the meal period. It shall be the responsibility of each employee to be at the work site and prepared to begin work at the conclusion of the meal period.
- B. When an employee's shift includes a scheduled unpaid meal and the employee is required to work through any part of that period, the employee shall be paid at the appropriate hourly rate for such meal period in the amount equivalent to the lost meal time or may be released from work an equivalent amount of time prior to the conclusion of the work shift.

For purposes of this section, it is agreed that the employees who are assigned to oversee the work of public service workers will be considered to work through their meal period when they are at a work site with them during the meal period and shall receive the appropriate hourly rate for such period as determined by the hours of work and compensation section of this Contract.

- C. Employees required to work a full shift without a scheduled meal period shall be permitted to eat their meal while performing their duties.

7.8 Immediate Response Status – CAL FIRE

- A. Any employee who, in responding to a declared emergency situation, is directed to remain after his or her scheduled shift, in a remote response "base camp", "fire

camp”, “assembly point” or similarly designated location, shall be compensated for all hours while confined to such remote response location. For purposes of this section, employees who are relieved of duty and permitted to retire to a motel shall be compensated if directed to remain available for immediate response during off-duty hours.

- B. Unit 13 employees in the Department of Forestry and Fire Protection shall record all work activity while the employee is assigned to a “fire camp” or other emergency response work location on a form FC-33 or its equivalent.

ARTICLE 8 – HOLIDAYS

8.1 Holidays

- A. All full-time employees shall be entitled to ninety-six (96) hours of holiday credit as provided in section B. and C. below, and shall receive additional holiday credit for any official State holidays declared by the Governor.
- B. The holiday credits for full-time employees shall accrue as follows:

On January 1st	8 hours of holiday credit
On the third Monday of January	8 hours of holiday credit
On the third Monday of February	8 hours of holiday credit
On March 31st	8 hours of holiday credit
On the last Monday of May	8 hours of holiday credit
On July 4th	8 hours of holiday credit
On the first Monday of September	8 hours of holiday credit
On November 11th	8 hours of holiday credit
On Thanksgiving Day	8 hours of holiday credit
On the day after Thanksgiving	8 hours of holiday credit
On December 25th	8 hours of holiday credit
- C. On July 1st, all permanent employees shall receive eight (8) hours of holiday credit in lieu of a personal holiday credit.
- D. Less than full-time employees shall receive holiday credit in accordance with their time base as provided in Addendum C.
- E. Intermittent employees shall receive holiday credit as provided in Addendum C.

- F. Employees excused from work on an observed holiday, shall be required to expend holiday credits on the day that a holiday is observed. For the purposes of computing the number of hours worked, time during which an employee is excused from work because of a holiday shall not be considered as time worked by the employee.
- G. An employee whose regular day off falls on the observed holiday shall not expend holiday credits for that day.
- H. An employee shall request and may receive approval to use accrued holiday credit in accordance with the annual leave or vacation scheduling provisions of this Agreement.
- I. Holiday observance for employees scheduled Monday through Friday:
1. When November 11 falls on a Saturday, the holiday shall be observed on the preceding Friday.
 2. When a holiday other than a personal holiday falls on Sunday, the following Monday, not Sunday, shall be treated as the holiday for purposes of this Article.
 3. Notwithstanding subdivision (2) above, when January 1, July 4, or December 25th falls on a Sunday, and the employee is required to work, the employee shall be paid one and one-half (1.5) times for all hours worked on the Sunday. (See section K.) Employees shall not receive one and one-half (1.5) times for hours worked on the Monday following the Sunday holiday. For example, employees will receive the following when a holiday identified in this subdivision falls on a Sunday:

Sunday (January 1, July 4, or December 25th Holiday)	Monday (Observed Holiday)	Employee Compensation
Employee works 8 hours	Employee works 8 hours	<ul style="list-style-type: none"> • 8 hours holiday pay (1.5) for working Sunday holiday; • 8 hours regular pay (1.0) for working on Monday; and • 8 hours holiday credit for working on Monday.
Employee works 8 hours	Employee does not work	<ul style="list-style-type: none"> • 8 hours holiday pay (1.5) for working Sunday holiday; and • 8 hours holiday credit expended for observing holiday on Monday.

Sunday (January 1, July 4, or December 25th Holiday)	Monday (Observed Holiday)	Employee Compensation
Employee does not work	Employee works 8 hours	<ul style="list-style-type: none"> • No compensation for Sunday; • 8 hours regular pay for working on Monday; and • 8 hours holiday credit for working on Monday.
Employee does not work	Employee does not work	<ul style="list-style-type: none"> • No compensation for Sunday; and • 8 hours holiday credit expended for observing holiday on Monday.

J. Holiday observance for employees whose work schedule includes Saturday and/or Sunday:

1. Holidays shall be observed on the actual day of occurrence. If an employee's regular work schedule encompasses four (4) or more hours on the holiday, the employee will be compensated in accordance with this article.

K. Employees working any holiday shall be paid in accordance with Government Code section 19853 (eight hours of holiday credit and straight time pay on an hour for hour basis for all hours worked on the holiday). In addition to eight hours of holiday credit, full-time and part-time employees who are required to work on the following holidays will be paid one and one half (1 ½) times for all hours worked: January 1, last Monday in May, July 4th, 1st Monday in September, Thanksgiving Day, and December 25th. The method of compensation shall be at the appointing authority's discretion.

Premium overtime hours worked on a holiday shall be paid the overtime premium, at a rate of one-half (0.5) times the applicable hourly rate, in addition to pay for working on a holiday.

Holiday premium pay, calculated at one-half (0.5) times the applicable hourly rate for hours worked on January 1, last Monday in May, July 4, 1st Monday in September, Thanksgiving Day, and December 25th, shall count towards any premium overtime compensation, or CTO equivalent, earned during the same workweek. Section K satisfies the provisions of Article 7.1 (Overtime).

L. Permanent Intermittent employees who work on January 1, last Monday in May, July 4th, 1st Monday in September, Thanksgiving Day, and December 25th in which they work forty (40) hours in that workweek (including the holiday), shall be paid a holiday premium rate (one and one-half (1½) hourly rate) compensation

for all hours worked on the holiday. The employee retains the holiday credit provided in section E. above.

- M. Nothing in this section precludes the employer from offering a cash out program for all or a portion of unused holiday credit. Holiday credit shall be cashed out at the employee's straight time salary rate at the time the payment is made. Cash out programs, if offered, may differ from department to department and employee to employee.

8.2 Holiday Credits – Caltrans

Holiday credit earned will be placed in holiday credit time bank. Holiday credit credited as excess hours will be moved to holiday credit time bank.

ARTICLE 9 – LEAVES

9.1 Vacation

- A. Employees shall not be entitled to vacation leave credit for their first six (6) months of service. On the first day of the monthly pay period following completion of six (6) monthly pay periods of continuous service, all full-time employees covered by this section shall receive a one-time vacation bonus of forty-two (42) hours of vacation credit. Thereafter, for each additional qualifying monthly pay period the employee shall be allowed credit for vacation with pay on the first day of the following monthly pay period as follows:

7 months to 3 years	7 hours per month
37 months to 10 years	10 hours per month
121 months to 15 years	12 hours per month
181 months to 20 years	13 hours per month
Over 20 years	14 hours per month

- B. Breaks in employment of eleven (11) or more work days in a pay period, including unpaid leaves of absences, shall not be counted towards vacation leave purposes set forth under item A. above.
- C. Part-Time Employees. On the first day of the monthly pay period following completion of each monthly pay period of continuous service, each part-time employee in the State civil service shall be allowed, on a pro rata basis, the fractional part of one (1) day of credit for vacation pay.
- D. Employees who work on an intermittent basis shall receive vacation leave credit in accordance with the vacation leave accrual schedule in item A. above, on the basis of one hundred sixty (160) hours of employment time equals one (1) month

of full-time employment. Any hours worked over one hundred sixty (160) hours in a monthly pay period shall not be counted towards vacation leave accrual.

- E. If an employee does not use all of the vacation that the employee has accrued in a calendar year, the employee may carry over his/her accrued vacation credits to the following calendar year to a maximum of six hundred and forty (640) hours. A department head or designee may permit an employee to carry over more than six hundred and forty (640) hours of accrued vacation leave hours if an employee was unable to reduce his/her accrued hours because the employee:
1. was required to work as a result of fire, flood, or other extensive emergency;
 2. was assigned work of a priority or critical nature over an extended period of time;
 3. was absent on full salary for compensable injury;
 4. was prevented by department regulations from taking vacation until December 31 because of sick leave;
 5. was on jury duty;
 6. or was prevented by the department head or designee from utilizing accrued vacation.

It is the employee's responsibility to utilize all vacation hours in excess of the six hundred forty (640) hour cap by the end of each calendar year unless otherwise prevented from doing so as enumerated in items 1 through 6 above. Whenever an employee's vacation accumulation exceeds six hundred forty (640) hours, the department head or designee has the right to order the employee to submit a vacation request which will demonstrate how and when the employee plans to use any hours which will exceed the cap by the end of the calendar year. If the employee does not use the time as planned for reasons other than those listed above, the department head or designee may then order the employee to take the excess time at the convenience of the department.

- F. Upon termination from State employment, the employee shall be paid for unused vacation credits for all accrued vacation time.
- G. The time when vacation is to be taken shall be approved by the department head or designee. When two (2) or more employees request the same vacation time and the department head or designee cannot grant the request to all employees requesting it, approval shall be granted to the employee with the greatest amount of plant service in the class.
- H. Each Department Head or designee will make every effort to act on vacation requests in writing as quickly as possible but should not exceed four (4) days from receipt of the request.

- I. Vacations will be cancelled only when operational needs require it.
- J. Unit 13 employees are authorized to use existing fractional vacation hours that may have accumulated.

9.2 Annual Leave

- A. A. Employees may elect to enroll in the annual leave program to receive annual leave credit in lieu of vacation and sick leave credits. Employees enrolled in the annual leave program may elect to enroll in the vacation and sick leave program at any time except that once an employee elects to enroll in either the annual leave program or vacation and sick leave program the employee may not elect to enroll in the other program until twenty-four (24) months has elapsed from date of enrollment.
- B. Each full-time employee shall receive credit for annual leave in lieu of the vacation and sick leave credits of this agreement in accordance with the following schedule:

1 month to 3 years	11 hours per month
37 months to 10 years	14 hours per month
121 months to 15 years	16 hours per month
181 months to 20 years	17 hours per month
241 months and over	18 hours per month

Part-time and hourly employees shall accrue proportional annual leave credits, in accordance with the applicable CalHR rules. Employees shall have the continued use of any sick leave accrued upon enrollment in annual leave, in accordance with applicable laws, rules, or memorandum of understanding.

All provisions necessary for the administration of this section shall be provided by CalHR rule or memorandum of understanding.

- C. A full-time employee who has eleven (11) or more working days of service in a monthly pay period shall earn annual leave credits as set forth in CalHR rules 599.608 and 599.609.

Absences from State service resulting from a temporary or permanent separation for more than eleven (11) consecutive days which fall into two consecutive qualifying pay periods shall disqualify the second pay period.

- D. Employees who work in multiple positions may participate in annual leave, provided an election is made while employed in an eligible position subject to these provisions. Annual leave accrual for employees in multiple positions will be

computed by combining all positions, as in vacation leave, provided the result does not exceed the amount earnable in full-time employment, and the rate of accrual shall be determined by the schedule which applies to the position or collective bargaining status under which the election was made.

- E. If an employee does not use all of the annual leave that the employee has accrued in a calendar year, the employee may carry over his/her accrued annual leave credits to the following calendar year to a maximum of six hundred forty (640) hours. A department head or designee may permit an employee to carry over more than six hundred forty (640) hours of accrued hours because the employee:
 - 1. was required to work as a result of fire, flood, or other extensive emergency;
 - 2. was assigned work of a priority or critical nature over an extended period of time;
 - 3. was absent on full salary for compensable injury;
 - 4. was prevented by department regulations from taking annual leave until December 31 because of sick leave;
 - 5. was on jury duty; or
 - 6. was prevented by the department head or designee from utilizing accrued annual leave for vacation purposes.
- F. Upon termination from State employment, the employee shall be paid for accrued annual leave credits for all accrued annual leave time.
- G. The time when annual leave shall be taken by the employee shall be approved by the department head or designee. If on January 1 of each year an employee's annual leave bank exceeds the cap in Article 9.2, section E., the department may order the employee to take annual leave.
- H. Annual leave requests must be submitted in accordance with departmental policies on this subject. However, when two (2) or more employees on the same shift (if applicable) in a work unit (as defined by each department head or designee) request the same annual leave time and approval cannot be given to all employees requesting it, employees shall be granted their preferred annual leave period in order of seniority as defined in Article 9.1 G.
- I. Each department head or designee will make every effort to act on annual leave requests in a timely manner.
- J. Annual leave that is used for purposes of sick leave is subject to the requirements set forth in Article 9.3 of this Agreement.

- K. Enhanced non-industrial insurance (ENDI) applies only to those in the annual leave program described in this Article.
- L. Employees who are currently subject to vacation and sick leave provisions may elect to enroll in the annual leave program at any time after twenty-four (24) months has elapsed from date of last enrollment. The effective date of the election shall be the first day of the pay period in which the election is received by the appointing power. Once enrolled in annual leave, an employee shall become entitled to an enhanced NDI benefit (fifty percent (50%) of gross salary).
- M. Each Department Head or designee will make every effort to act on annual leave requests in writing as quickly as possible but should not exceed four (4) days from receipt of the request.
- N. Annual leaves will be cancelled only when operational needs require it.
- O. Unit 13 employees are authorized to use existing fractional annual leave hours that may have accumulated.

9.3 Sick Leave

- A. Definition. As used in this section, "sick leave" means the necessary absence from duty of an employee because of:
 - 1. Illness or injury;
 - 2. Quarantined because of exposure to a contagious disease;
 - 3. Dental, eye, and other physical or medical examination or treatment by a licensed practitioner;
 - 4. Absence from duty for attendance upon the employee's ill or injured mother, father, husband, wife, domestic partner that has been defined and certified with the Secretary of State's office in accordance with Family Code section 297, son, daughter, brother, sister, or any person residing in the immediate household; and for any family member as defined in Labor Code 245.5. Such absence shall be limited by the department head or designee to the time reasonably required for such care.
 - 5. Per the Healthy Workplaces, Healthy Families Act of 2014, an employer shall provide sick leave for the following purposes consistent with Labor Code 246.5:
 - a. To seek medical attention for injuries caused by domestic violence, sexual assault, or stalking.
 - b. To obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault, or stalking.

- c. To obtain psychological counseling related to an experience of domestic violence, sexual assault, or stalking.
 - d. To participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation.
- B. Credit for Full-Time Employment. On the first day of the monthly pay period following completion of each pay period of continuous service, each full-time employee in the State civil service shall be allowed eight (8) hours of credit for sick leave with pay.
- C. Credit for Less Than Full-Time Employment.
 - 1. Intermittent Employees. On the first day of the monthly pay period following completion of each period of one hundred sixty (160) hours or twenty (20) days of paid employment, each intermittent employee in the State civil service shall be allowed eight (8) hours of credit for sick leave. The hours or days worked in excess of one hundred sixty (160) hours or twenty (20) days in a monthly pay period shall not be counted or accumulated.
 - 2. Part-Time Employees. On the first day of the monthly pay period following completion of each monthly pay period of continuous service, each part-time employee in the State civil service shall be allowed, on a pro rata basis, the fractional part of one (1) day of credit for sick leave with pay.
 - 3. Multiple Positions. Under this rule:
 - a. An employee holding a position in addition to other full-time employment with the State shall not receive credit for sick leave with pay for service in the additional position.
 - b. Where an employee holds two (2) or more less than full-time positions, the time worked in each position shall be combined for purposes of computing credits for sick leave with pay, but such credits shall not exceed full-time employment credit.
- D. Sick Leave Usage. The department head or designee shall approve sick leave only after having ascertained that the absence is for an authorized reason and may require the employee to submit substantiating evidence including, but not limited to, a physician's certificate. If the appointing power does not consider the evidence adequate, the request for sick leave shall be disapproved.

An employee shall not be required to provide a physician's or other verification of sick leave when he/she uses two (2) consecutive days or less of sick leave except when:

1. The employee has a demonstrable pattern of sick leave usage constituting abuse when compared to other employees at the work site; or
2. The supervisor has a clear, articulable belief that the sick leave absence was for an unauthorized reason.

9.4 Bereavement Leave

- A. A department head or designee shall authorize bereavement leave with pay for a permanent full-time or probationary full-time State employee due to the death of his/her parent, stepparent, spouse, child, grandchild, grandparent, brother, sister, step child, adopted child or the death of any person residing in the immediate household of the employee at the time of death. An intervening period of absence for medical reasons shall not be disqualifying when, immediately prior to the absence, the person resided in the household of the employee. Such bereavement leave shall be authorized for up to three (3) eight-hour days (24 hours) per occurrence. The employee shall give notice to his/her immediate supervisor as soon as possible and shall, if requested by the employee's supervisor, provide substantiation to support the request upon the employee's return to work.
- B. A department head or designee shall authorize bereavement leave with pay for a permanent full-time or probationary full-time employee due to the death of an aunt, uncle, niece, nephew, mother-in-law, father-in-law, daughter-in-law, son-in-law, sister-in-law, or brother-in-law. Such bereavement leave shall be authorized for up to three (3) eight-hour days (24 hours) in a fiscal year. The employee shall give notice to his/her immediate supervisor as soon as possible and shall, if requested by the employee's supervisor, provide substantiation to support the request.
- C. If the death of a person as enumerated above requires the employee to travel over four hundred (400) miles one way from his/her home, upon request, additional time off with pay shall be granted for two (2) additional days which shall be deducted from accrued sick leave. Should additional leave be necessary, the department head or designee may authorize the use of CTO, annual leave, vacation, personal leave, holiday credit or authorized leave without pay. Such leave shall be denied or granted according to the Agreement article on such leave.
- D. Employees may utilize their annual leave, vacation, CTO, or any other earned leave credits for additional time required in excess of time allowed in A. or B. above. Sick leave may be utilized for Bereavement Leave in accordance with the Sick Leave provision of this agreement.
- E. Fractional time base (part-time) employees will be eligible for bereavement leave on pro rata basis, based on the employees' fractional time base in accordance with Addendum C of this agreement.

9.5 Jury Duty

- A. An employee shall be allowed such time off without loss of compensation as is required in connection with mandatory jury duty. If payment is made for such time off, the employee is required to remit to the State jury fees received. When night jury service is required of an employee, the employee shall be allowed time off without loss of compensation for such portion of the required time that coincides with the employee's normal work schedule. This includes any necessary travel time.
- B. An employee shall notify his/her supervisor immediately upon receiving notice of jury duty.
- C. If an employee elects to use accrued vacation leave or compensating time off while on jury duty, the employee is not required to remit jury fees.
- D. For purposes of this section, "jury fees" means fees received for jury duty excluding payment for mileage, parking, meals or other out-of-pocket expenses.
- E. In department work units with multiple shift operations, employees on a graveyard or swing shift shall, at the employee's request, be reassigned to day shift Monday through Friday for the duration of the jury duty and employees on the day shift shall at the employee's request be reassigned to the swing or graveyard shift (if the work unit has a swing or graveyard shift) during their assignment to night jury duty.
- F. An employee may be allowed time off without loss of compensation if approved by the department head or designee for voluntary jury duty such as grand jury. If approved by the department, Paragraphs C. and D. apply.
- G. In the event of a reassignment as described in Paragraph E., the State reserves the right to concurrently reassign the least senior employee from another shift to ensure adequate coverage on all shifts. For purposes of this section, seniority shall be determined as services in the classification, within the Department on a shift that would not result in another shift change. Once the jury duty obligation has been fulfilled, the employer shall return both employees to their former shift assignments.
- H. Employees on alternate work schedules shall, at the employee's request, be changed to a 5/8/40 schedule during jury duty.

9.6 Unpaid Leaves of Absence

- A. A department head or designee may grant an unpaid leave of absence for a period not to exceed one (1) year. The employee shall provide substantiation to support the employee's request for an unpaid leave of absence.

- B. An unpaid leave of absence shall not be granted to any employee who is accepting some other position in State employment; or who is leaving State employment to enter other outside employment and does not intend to, nor can reasonably be expected to, return to State employment on or before the expiration of the unpaid leave of absence.

9.7 Adoption Leave

A department head or designee may grant a permanent employee's request for an unpaid leave of absence for the adoption of a child for a period not to exceed one (1) year. The employee shall provide substantiation to support the employee's request for adoption leave.

9.8 Parental Leave

- A. A female permanent employee shall be entitled, upon request, to an unpaid leave of absence for purposes of pregnancy, childbirth, recovery therefrom or care for the newborn child for a period not to exceed one (1) year from the birth of the child. The employee shall provide medical substantiation to support her request for pregnancy leave. The request must include the beginning and ending dates of the leave and must be requested no later than thirty (30) calendar days after the birth of the child. Any changes to the leave, once approved, are permissive and subject to authorization of the department head or designee.
- B. A male spouse or male parent, who is a permanent employee, shall be entitled to an unpaid leave of absence to care for the newborn child for a period not to exceed one (1) year from the birth of the child. The employee shall provide medical substantiation to support his request for parental leave. The request must include the beginning and ending dates of the leave and must be requested no later than thirty (30) calendar days after the birth of the child. Any changes to the leave, once approved, are permissive and subject to authorization of the department head or designee.
- C. If the initial request for parental leave is less than the maximum period allowed, subsequent requests to extend the leave to the maximum one year timeframe are permissive and may be considered by the department head or designee.
- D. If the request for parental leave is made more than thirty (30) calendar days after the birth of the child, a permissive unpaid leave of absence may be considered by the department head or designee.
- E. Any permissive approval of parental leave as outlined above may be terminated by the department head or designee prior to the expiration date with written notice at least thirty (30) work days prior to the effective date of revocation.

- F. During the period of time an employee is on parental leave, he/she shall be allowed to continue their health, dental and vision benefits. The cost of these benefits shall be paid by the employee at the group rate.

9.9 Voluntary Reduced Worktime

A department head or designee may grant a permanent employee's request to work less than full-time, but no less than half-time. Employees shall receive a proportionate reduction in salary, retirement credits, sick leave accrual, vacation leave accrual, holiday pay, and seniority. Employees shall continue to receive the full State contribution to health and dental plans as provided in Article 10 of this Agreement.

9.10 Transfer of Leave Credits

- A. Upon request of an employee and upon approval of a department director or designee, leave credits (CTO, personal leave, annual leave, vacation, and/or holiday credit) shall be transferred between family members, in accordance with departmental procedures, for issues relating to Family Medical Leave Act, Pregnancy Disability Leave, parental leave or adoption leave as indicated in the relevant articles of this agreement. Donations may be made by a child, step child, adopted child, parent, spouse, domestic partner that has been defined and certified with the Secretary of State's office in accordance with Family Code section 297, brother, sister, or other person residing in the immediate household.
- B. Upon request of an employee and upon approval of a department director or designee, leave credits (CTO, personal leave, annual leave, vacation, and/or holiday credit) shall be transferred from one or more employees to another employee in accordance with the departmental policies, when the receiving employee faces financial hardship due to injury or the prolonged illness of the employee, employee's child, step child, adopted child, parent, spouse, domestic partner that has been defined and certified with the Secretary of State's office in accordance with Family Code section 297, spouse's or domestic partner's parent, brother, sister, or other person residing in the immediate household.
- C. For the purpose of transferring leave credits the following definitions shall apply:
 - 1. Sick leave credits cannot be transferred;
 - 2. The receiving employee has exhausted all leave credits;
 - 3. The donations must be a minimum of one (1) hour and thereafter, in whole hour increments and credited as vacation or annual leave;
 - 4. Transfer of annual leave, personal leave, vacation, CTO, and holiday credits shall be allowed to cross departmental lines in accordance with the policies of the receiving department;

5. The total leave credits received by the employee shall normally not exceed three (3) months; however, if approved by the receiving department, the total leave credits received may be up to six (6) months;
6. Donations shall be made on a form to be supplied by the State, signed by donating employee, and verified by the donating department. When donations are used, they will be processed based on date and time received (first in, first used). Unused donations shall be returned to the appropriate donor;
7. This section is not subject to the grievance and arbitration article of this Agreement.

9.11 Catastrophic Leave - Natural Disaster

- A. Upon request of an employee and upon approval of a department director or designee, leave credits (CTO, vacation, annual leave, Personal Leave, and/or holiday) may be transferred from one or more employees to another employee, in accordance with departmental policies, under the following conditions:
 1. Sick leave credits cannot be transferred.
 2. When the receiving employee faces financial hardship due to the effect of the natural disaster on the employee's principal residence.
 3. The receiving employee has exhausted all vacation, annual leave, or CTO credits and resides in one of the counties where a State of Emergency exists as declared by the Governor.
 4. The donations must be a minimum of eight (8) hours and in whole-hour increments and credited as vacation or annual leave.
 5. Transfer of annual leave, vacation, CTO, Personal Leave, and holiday credits shall be allowed to cross departmental lines in accordance with the policies of the receiving department.
 6. The total leave credits received by the employee shall normally not exceed three (3) months; however, if approved by the appointing authority, the total leave credits received may be six (6) months.
 7. Donations shall be made on a form to be developed by the State, signed by the donating employee, and verified by the donating department. These donations are irrevocable.
 8. This section is not subject to the grievance and arbitration Article of this Contract.

9.12 Personal Leave

- A. Personal leave on an employee's leave account shall be requested and used by the employee in the same manner as vacation or annual leave. Requests to use personal leave must be submitted in accordance with departmental policies on vacation or annual leave.
- B. Upon permanent separation from State employment, an employee shall be paid for unused personal leave credits in the same manner as vacation or annual leave.
- C. Nothing in this section precludes the employer from offering a cash out program for all or a portion of unused personal leave. Personal leave credits shall be cashed out at the employee's salary rate at the time the personal leave payment is made. Cash out of Personal Leave credits shall be at the sole option of the employee only when the employing department is offering a cash out program.

9.13 Mentoring Leave

- A. Eligible Unit 13 employees may receive up to forty (40) hours of "mentoring leave" per calendar year to participate in mentoring activities once they have used an equal amount of their personal time for these activities. "Mentoring leave" is paid leave time, which may only be used by an employee to mentor. This leave does not count as time worked for purposes of overtime. "Mentoring leave" may not be used for travel to and from the mentoring location.
- B. An employee must use an equal number of hours of his/her personal time (approved annual leave, vacation, personal leave, holiday credit, or CTO during the workday and/or personal time during non-working hours) prior to requesting "mentoring leave." For example, if an employee requests two (2) hours of "mentoring leave", he or she must have used two (2) verified hours of his/her personal time prior to receiving approval for the "mentoring leave". "Mentoring leave" does not have to be requested in the same week or month as the personal time was used. It does, however, have to be requested and used before the end of the calendar year.
- C. Prior to requesting mentoring leave and in accordance with departmental policy, an employee shall provide his/her supervisor with verification of personal time spent mentoring from the mentoring organization.
- D. Requests for approval of vacation, CTO, and/or annual leave for mentoring activities are subject to approval requirements in this agreement and in existing departmental policies. Requests for approval of mentoring leave are subject to operational needs of the State, budgetary limits, and any limitations imposed by law.

- E. In order to be eligible for "mentoring leave," an employee must:
1. Have a permanent appointment ("permanent" means an employee who has successfully passed probation in the current class or any prior appointment);
 2. Have committed to mentor a child or youth through a mentoring organization that meets the quality assurance standards, for a minimum of one school year. (Most programs are aligned with the child's normal school year; however, there may be some that are less or more. Department management may make exceptions to the one school year commitment based on the mentor program that is selected.)
- F. In addition, an employee is not eligible to receive mentoring leave if:
1. He/she is assigned to a "post" position in the Department of Corrections and Rehabilitation; or
 2. He/she works in a level of care position in the Departments of Developmental Services, State Hospitals, Education, and Veterans' Affairs.
- G. Permanent part-time and permanent intermittent employees may receive a prorated amount of mentoring leave based upon their timebase. For example, a halftime employee is eligible for twenty (20) hours of "mentoring leave" per calendar year, whereas an intermittent employee must work a monthly equivalent of one hundred sixty (160) hours to earn 3.33 hours of mentoring leave.
- H. Any appeals and/or disputes regarding this section shall be handled in accordance with the grievance procedure specified in Article 5 of this Contract.

9.14 Work and Family Participation

A. Family Activity

Subject to operational needs and reasonable notice to the employer, employees shall be permitted to use accrued leave credits (annual leave, vacation, personal leave, holiday credits, CTO) for the purpose of attending school or non-school family-related activities such as sports events, recitals, 4-H, etc., in which the employee's child is participating.

If an employee has exhausted available leave credits, the employee may request unpaid leave, unless he/she is currently subject to attendance restrictions.

However, use of such leave shall not diminish an employee's entitlement under the Family School Partnership Act, upon reasonable notice to the employer, to use up to eight (8) hours per month but not to exceed forty (40) hours per calendar year of accrued leave credits (annual leave, vacation, personal leave, holiday credits, CTO) for the purpose of attending school or pre-school related activities in which the employee's child is participating.

Family is defined as the employee's son, daughter, or any child the employee stands in loco parentis (to the child).

Employee leave requests for family activities shall be in accordance with the appropriate departmental procedures.

B. Family Crisis

Subject to operation needs, and upon reasonable notice to the employee's immediate supervisor, employees shall be eligible to use accumulated leave credits for the purpose of dealing with family crisis situations (e.g., divorce counseling, family or parenting conflict management, family care urgent matters and/or emergencies). If the employee has exhausted available leave credits, the employee may request unpaid leave.

Family is defined as the parent, stepparent, spouse, domestic partner that has been defined and certified with the Secretary of State's office in accordance with Family Code section 297, child, grandchild, grandparent, brother, sister, stepchild, or any person residing in the immediate household.

If eligible, any Family Crisis Leave that meets the definition of serious health condition will run concurrently with the Family and Medical Leave Act.

The State shall consider requests from employees to adjust work hours or schedules or consider other flexible arrangements consistent with a department's operational needs and the provisions of this Contract.

Employee requests related to family crisis or domestic violence shall be in accordance with departmental procedures and, except in emergencies, shall be made with reasonable notice to the employee's immediate supervisor.

The State shall maintain the confidentiality of any employee requesting accommodation under this section, but may require substantiation to support the employee's request.

9.15 Personal Leave Program 2011

1. CalHR will request that the State Controller restore PLP 2011 leave balances that may have been voided after June 30, 2016.
2. PLP 2011 time shall have no cash value and may not be cashed out. An employee may not use any kind of paid leave such as sick leave, vacation, or holiday time to avoid a reduction in pay resulting from the PLP 2011.
3. The use of the PLP 2011 time is subject to supervisory approval. PLP 2011 time shall be requested and used by the employee in the same manner as vacation/annual leave. Request for use of PLP 2011 time must be submitted in accordance with departmental policies on vacation/annual leave. Appointing

powers may schedule employees to take PLP 2011 time off to meet the intent of this section. PLP 2011 time shall not be included in the calculation of vacation/annual leave balances pursuant to Article 9 (Leaves).

4. Time during which an employee is excused from work because of PLP 2011 time shall not be considered as "time worked" for purposes of determining the number of hours worked in a work week.
5. The PLP 2011 program shall not adversely affect an employee's service anniversary date, create a break in service, or impact the accrual of vacation or any other leave credits, the payment of health, dental, or vision benefits, or the flex-elect cash option.
6. Compensation for purposes of retirement, death, and disability benefits shall not be affected by the PLP 2011 and shall be based on the unchanged salary rate.
7. Service calculation for purposes of retirement allowances for employees participating in the PLP 2011 program shall be based on the amount of service that would have been credited based on the unchanged salary rate.
8. The PLP 2011 reduction shall not affect transfer determinations between state civil service classifications.
9. Part time employees shall be subject to the same conditions as stated above, on a pro-rated basis consistent with their time base.
10. Disputes regarding the denial of the use of PLP 2011 time may be appealed using the grievance procedure. The decision by the Department of Human Resources shall be final and there may be no further appeals.
11. Employees on NDI, ENDI, IDL, EIDL, or Workers' Compensation for the entire monthly pay period shall be excluded from the PLP 2011 Program for that month.
12. Bargaining Unit 13 employees at SCIF are exempted from PLP 2011 days for the term of the contract.

9.16 Personal Development Days

- A. In the interest of promoting harmonious labor relations, the State of California and Local 39 and 501 representing Bargaining Unit 13 agree to implement the following language regarding Professional Development Days:
- B. The State shall provide to all Bargaining Unit 13 employees, two (2) days (16 hours) per fiscal year (without loss of compensation) for activities such as, professional association activities, professional and/or personal development seminars, etc., to promote professional and/or personal growth and to enhance professional and/or personal goals. These activities are at the employees' expense and therefore the choice of activity is at the employees' discretion. This

time shall be requested and approved in the same manner as vacation/annual leave and used in hourly increments. Such time shall not be accumulated.

- C. Employees working part-time shall earn PDD credit on a pro-rated basis in accordance with the following chart.

Time Base	PDD hours credited per PDD day
1/5	1.60
2/5	3.20
3/5	4.80
4/5	6.40
1/8	1.00
1/4	2.00
3/8	3.00
1/2	4.00
5/8	5.00
3/4	6.00
7/8	7.00
1/10	0.80
3/10	2.40
7/10	5.60
9/10	7.20

- D. Permanent Intermittent employees will be eligible for PDD on a pro-rated basis, based on the hours worked during the pay period of usage. The pro-ration shall be based on the chart below:

Hours on pay status during pay period	PDD hours credited per PDD day
0 - 10.9	0
11 - 30.9	1
31 - 50.9	2
51 - 70.9	3
71 - 90.9	4
91 - 110.9	5
111 - 130.9	6

Hours on pay status during pay period	PDD hours credited per PDD day
131 - 150.9	7
151 and over	8

9.17 Vacation/Annual Leave Cash Out

- A. Employees may be permitted annually to receive payment for cash out up to eighty (80) hours of accumulated Vacation/Annual Leave as follows:

On or before May 1 of each year, starting in the 2017 calendar year, each department head (Director, Executive Officer, etc.) or designee will advise department employees whether the department has funds available for the purpose of cashing out accumulated Vacation/Annual Leave. In those departments that have funds available, employees will be advised of the number of hours that may be cashed out, not to exceed eighty (80) hours. Employees who wish to cash out Vacation/Annual Leave must submit a written request during the month of May to the individual designated by the Department Director. Departments will issue cash payments for cashed out Vacation/Annual Leave during the month of June.

As a subcomponent of the aforementioned section, dependent upon the ability of the states' payroll system to administer the following enhancement, eligible employees may be permitted annually to transfer future leave accruals into a Savings Plus 457(b) and/or 401(k) Plan account. To participate in this enhancement, the employee must submit an irrevocable election to transfer a designated number of future leave accruals to Savings Plus, to their Human Resources Office by December 31.

- B. Notwithstanding the time limitations in the current contract provision listed above, employees who reside in counties where a State of Emergency was declared during or after November 2018 and whose principle residence was impacted by the emergency are eligible to receive an advanced Vacation/Annual Leave cash out, not to exceed eighty (80) hours.
- C. Employees who cash out leave prior to June of the fiscal year and who do not request the full amount their department authorized in May of that fiscal year are eligible to request a cash out of the difference in leave the employee previously cashed out in the fiscal year and the amount authorized by the department; total hours cashed out in the fiscal year cannot exceed eighty (80) hours. Otherwise, employees who cash out leave prior to June of the fiscal year are not eligible to participate in this cash out program again during the same fiscal year.
- D. Employees may only cash out personally accumulated Vacation/Annual Leave. Catastrophic leave donated to an employee is not eligible to be cashed out.

9.18 Wounded Warriors Transitional Leave

In accordance with the Wounded Warriors Transitional Leave Act, Government Code section 19859, in addition to Article 9.3 (Sick Leave), an employee may be provided Wounded Warriors Transitional Leave as follows:

- A. An employee hired on or after January 1, 2016, who is a military veteran with a military service-connected disability rated at 30 percent or more by the United States Department of Veterans Affairs shall be entitled to additional credit for sick leave with pay of up to 96 hours for the purpose of undergoing medical treatment for his or her military service-connected disability.

Credit for sick leave granted under this subdivision shall be credited to a qualifying officer or employee on the first day of employment and shall remain available for use for the following 12 months of employment. Sick leave credited pursuant to this subdivision that is not used during the 12-month period shall not be carried over and shall be forfeited.

Submission of satisfactory proof that sick leave granted under this subdivision is used for treatment of a military service-connected disability may be required.

- B. A state officer or employee who serves as a member of the National Guard or the federal military reserve force who is called up to active service and as a result sustains a service-connected disability rated 30 percent or more by the United States Department of Veterans Affairs shall be entitled to additional credit for sick leave with pay of up to 96 hours for the purpose of undergoing medical treatment, including mental health treatment for his or her service connected disability.

Credit for sick leave granted under this paragraph shall be credited to a qualifying officer or employee on the effective date of the employee's disability rating decision from the United States Department of Veterans Affairs or on the first day that the qualifying employee begins, or returns to, employment after active duty, whichever is later, and shall remain available for use for the following 12 months of employment. Sick leave credited pursuant to this paragraph that is not used during the 12-month period shall not be carried over and shall be forfeited.

Submission of satisfactory proof that sick leave granted under this paragraph is used for treatment of a service-connected disability may be required pursuant to rules adopted by the department.

9.19 Training Leave

Upon the request of an employee and the approval by a department head or designee, the State shall grant up to three days of leave time per calendar year for Career-Related Training as defined in CalHR Rule 599.817. When the training has been determined to meet the requirements of CalHR Rule 599.817, the leave time shall be granted

consistent Vacation Leave requests. This provision shall only be grieved up to CalHR and shall not be subject to arbitration.

ARTICLE 10 – HEALTH AND WELFARE

10.1 Health, Dental, and Vision Benefits

A. Health Benefit

1. Program Description

The State will pay the following employer health contribution rates established for January 1, 2019. To be eligible for this contribution, an employee must positively enroll in a health plan administered or approved by CalPERS.

- a. The State shall contribute \$583 per month for coverage of an eligible employee. (Party code one)
 - b. The State shall contribute \$1,170 per month for coverage of an eligible employee plus one dependent. (Party code two)
 - c. The State shall contribute \$1,518 per month for coverage of an eligible employee plus two or more dependents. (Party code three)
2. The employer health benefits contribution for each employee shall be a flat dollar amount equal to eighty percent (80%) of the weighted average of the Basic health benefit plan premiums for a State active civil service employee enrolled for self-alone, during the benefit year to which the formula is applied, for the four (4) Basic health benefit plans that had the largest State active civil service enrollment, excluding family members, during the previous benefit year. For each employee with enrolled family members, the employer shall contribute an additional flat dollar amount equal to eighty percent (80%) of the weighted average of the additional premiums required for enrollment of those family members, during the benefit year to which the formula is applied, in the four (4) Basic health benefit plans that had the largest State active civil service enrollment, excluding family members, during the previous benefit year.

To be eligible for this contribution, an employee must positively enroll in a health plan administered or approved by CalPERS. The established flat dollar amounts shall be increased as appropriate pursuant to the formulas above on January 1, 2020, January 1, 2021, and January 1, 2022. The established dollar amount(s) shall not be increased in subsequent years without a negotiated agreement by both parties.

3. Health Benefits Eligibility

a. Employee Eligibility

For purposes of this section, “eligible employee” shall be defined by the Public Employees’ Medical and Hospital Care Act.

b. Permanent Intermittent (PI) Employees

(1) Initial Eligibility - A permanent intermittent employee will be eligible to enroll in health benefits if the employee has been credited with a minimum of four hundred eighty (480) paid hours in a control period. For purposes of this section, the control periods are January 1 through June 30 and July 1 through December 31 of each calendar year. An eligible permanent intermittent employee must enroll in a health benefit plan within sixty (60) calendar days from the end of the qualifying control period.

(2) Continuing Eligibility - To continue health benefits, a permanent intermittent employee must be credited with a minimum of four hundred eighty (480) paid hours in a control period or nine hundred sixty (960) paid hours in two consecutive control periods.

c. Family Member Eligibility

For purposes of this section, “eligible family member” shall be defined by the Public Employees’ Medical and Hospital Care Act and includes domestic partners that have been certified with the Secretary of State’s office in accordance with AB 26 (Chapter 588, Statutes of 1999).

B. Dental Benefit

1. Contribution Amounts

a. The State agrees to continue to pay the following contributions that went into effect January 1, 2019, for dental benefits. To be eligible for this contribution, an employee must positively enroll in a dental plan administered by the California Department of Human Resources.

(1) The State shall pay up to \$38.12 per month for coverage of an eligible employee.

(2) The State shall pay up to \$66.56 per month for coverage of an eligible employee plus one dependent.

(3) The State shall pay up to \$96.21 per month for coverage of an eligible employee plus two or more dependents.

- b. The employee will pay any premium amount for the dental plan in excess of the State's contribution, except that the employee's share of cost shall not exceed twenty-five percent (25%) of the total premium.

2. Employee Eligibility

Employee eligibility for dental benefits is the same as that prescribed for health benefits under section A.3. of this article.

3. Family Member Eligibility

Family member eligibility for dental benefits is the same as that prescribed for health benefits under section A.3. of this article.

4. Coverage During First Twenty-Four (24) Months of Employment

Employees first appointed into State service who meet the above eligibility criteria, will not be eligible for enrollment in the State-sponsored indemnity or preferred provider option plan until they have completed twenty-four (24) months of employment without a permanent break in service, during the twenty-four (24) month qualifying period. However, if no alternative plan or prepaid plan is available within a fifty (50) mile radius of the employee's residence, the employee will be allowed to enroll in the indemnity or preferred provider option plan.

C. Vision Benefit Plan

1. Program Description

The employer agrees to provide a vision benefit to eligible employees and dependents. The vision benefit provided by the State shall have an employee copayment of ten dollars (\$10) for the comprehensive annual eye examination and twenty-five dollars (\$25) for materials.

2. Employee Eligibility

Employee eligibility for vision benefits is the same as that prescribed for health benefits under section A.3. of this article.

3. Family Member Eligibility

Family member eligibility for vision benefits is the same as that prescribed for health benefits under section A.3. of this article.

10.2 Continuation of Benefits

Pursuant to Government Code section 19849.15 notwithstanding any other provision of law, the State employer shall, upon the death of an employee while in State service,

continue to pay employer contributions for health, dental and vision benefits for a period not to exceed one hundred twenty (120) days beginning in the month of the employee's death. The surviving dependent(s), if any, shall be advised of all rights and obligations during this period regarding the continuation of health and dental benefits as an annuitant by the California Public Employees' Retirement System (CalPERS). The surviving dependent(s) shall also be notified by the department during this period regarding COBRA rights for the continuation of vision benefits.

10.3 Industrial Disability Leave

Employees in Unit 13 shall be eligible for Industrial Disability Leave as provided in Government Code sections 19869 through 19877.1.

10.4 Non-Industrial Disability Insurance

- A. For periods of disability commencing on or after July 1, 1988, eligible employees shall receive NDI payments at sixty percent (60%) of their full pay, not to exceed one hundred thirty-five dollars (\$135) per week, payable monthly for a period not exceeding twenty six (26) weeks for any one disability benefit period. An employee is not eligible for a second disability benefit due to the same or related cause or condition unless they have returned to work for at least ten (10) consecutive workdays. Paid leave shall not be used to cover the ten (10) work days.
- B. The employee shall serve a ten (10) consecutive calendar day waiting period before NDI payments commence for each disability. Accrued vacation or sick leave balances may be used to cover this waiting period. The waiting period may be waived commencing with the first full day of confinement in a hospital or nursing home. The definition of hospital, nursing home, and emergency clinic is the same as defined by sections 2627.5 and 2627.7 of the Unemployment Insurance Code.
- C. If the employee elects to use vacation or sick leave credits prior to receiving NDI payments, he or she is not required to exhaust the accrued leave balance.
- D. Following the start of NDI payments an employee may at any time switch from NDI to sick leave or vacation leave, but may not return to NDI until that leave is exhausted.
- E. In accordance with the State's "return to work" policy, an employee who is eligible to receive NDI benefits and who is medically certified as unable to return to their full- time work during the period of his/her disability, may upon the discretion of his/her appointing power work those hours (in hour increments) which when combined with the NDI benefit will not exceed one hundred percent (100%) of their regular "full pay".

The appointing power may require an employee to submit to a medical examination by a physician or physicians designated by the Director of the Employment Development Department for the purpose of evaluating the capacity of the employee to perform the work of his or her position.

- F. If an employee refuses to return to work in a position offered by the employer under the State's Injured State Worker Assistance Program, NDI benefits will be terminated effective the date of the offer.
- G. Where employment is intermittent or irregular, the payments shall be determined on the basis of the proportionate part of a monthly rate established by the total hours actually employed in the eighteen (18) monthly pay periods immediately preceding the pay period in which the disability begins as compared to the regular rate for a full-time employee in the same group or class. An employee will be eligible for NDI payments on the first day of the monthly pay period following completion of nine hundred sixty (960) hours of compensated work.
- H. All other applicable Department of Human Resources laws and regulations not superseded by these provisions will remain in effect.
- I. Upon approval of NDI benefits, the State may issue an employee a salary advance if the employee so requests.
- J. All appeals of an employee's denial of NDI benefits shall only follow the procedures in the Unemployment Insurance Code and Title 22. All disputes relating to an employee's denial of benefits are not grievable or arbitrable. This does not change either party's contractual rights which are not related to an individual's denial of benefits.

10.5 Non-Industrial Disability Insurance For Employees In The Annual Leave Program

- A. This NDI provision is only applicable to employees participating in the annual leave program referenced in Article 9.2 above.
- B. For periods of disability commencing after the effective date of an election to participate in the annual leave program, eligible employees shall receive NDI payments at fifty percent (50%) of their gross salary, payable monthly for a period not exceeding twenty-six (26) weeks for any one disability benefit period. An employee is not eligible for a second disability benefit due to the same or related cause or condition unless they have returned to work for at least ten (10) consecutive workdays. Paid leave shall not be used to cover the ten (10) workdays. Disability payments may be supplemented with annual leave, sick leave or partial payment to provide for up to one hundred percent (100%) income replacement. At the time of an NDI claim, an employee may elect either the fifty percent (50%) NDI benefit rate or a supplementation level of seventy-five percent (75%) or one hundred percent (100%) of gross pay. Once a claim for NDI has

been filed and the employee has determined the rate of supplementation, the supplemental rate shall be maintained throughout the disability period.

- C. The employee shall serve a seven (7) consecutive calendar day waiting period before NDI payments commence for each disability. Accrued paid leave or CTO leave balance may be used to cover this waiting period. The waiting period may be waived commencing with the first full day of confinement in a hospital, nursing home, or emergency clinic. The definition of hospital, nursing home, and emergency clinic is the same as defined by section 2627.5 and 2627.7 of the Unemployment Insurance Code.
- D. If the employee elects to use annual leave or sick leave credits prior to receiving NDI payments, he or she is not required to exhaust the accrued leave balance.
- E. Following the start of NDI payments an employee may at any time switch from NDI to sick leave or annual leave, but may not return to NDI until that leave is exhausted.
- F. In accordance with the State's "return to work" policy, an employee who is eligible to receive NDI benefits and who is medically certified as unable to return to their full- time work during the period of his/her disability, may upon the discretion of his or her appointing power, work those hours (in hour increments) which when combined with the NDI benefit will not exceed one hundred percent (100%) of their regular "full pay".
- G. If an employee refuses to return to work in a position offered by the employer under the State's Injured State Worker Assistance Program, NDI benefits will be terminated effective the date of the offer.
- H. Where employment is intermittent or irregular, the payments shall be determined on the basis of the proportionate part of a monthly rate established by the total hours actually employed in the eighteen (18) monthly pay periods immediately preceding the pay period in which the disability begins as compared to the regular rate for a full- time employee in the same group or class. An employee will be eligible for NDI payments on the first day of the monthly pay period following completion of nine hundred sixty (960) hours of compensated work.
- I. All other applicable Department of Human Resources laws and regulations not superseded by these provisions will remain in effect.
- J. Upon approval of NDI benefits, the State may issue an employee a salary advance if the employee so requests.
- K. All appeals of an employee's denial of NDI benefits shall only follow the procedures in the Unemployment Insurance Code and Title 22. All disputes relating to an employee's denial of benefits are not grievable or arbitrable. This does not change either party's contractual rights which are not related to an individual's denial of benefits.

- L. Employees who become covered in the annual leave program while on an NDI claim shall continue to receive NDI pay at the old rate for the duration of the claim.
- M. Employees who do not elect the annual leave program will receive NDI benefits in accordance with the current program.
- N. This section shall only apply to Unit 13 civil service employees.

10.6 Enhanced Industrial Disability Leave (EIDL)

- A. An employee who loses the ability to work for more than twenty-two (22) workdays as the result of an injury incurred in the official performance of his/her duties may be eligible for financial augmentation to the existing industrial disability leave benefits. Such injury must have been directly and specifically caused by an assault by an inmate, ward, or parolee, under the authority of the Department of Corrections and Rehabilitation.
- B. Unit 13 employees who lose the ability to work for more than twenty-two (22) workdays as the result of an injury incurred in the official performance of their duties may be eligible for a financial augmentation to the existing industrial disability leave benefits. Such injury must have been directly and specifically caused by an assault by a resident, patient, or client, under the authority of the Department of Developmental Services, State Hospitals, or Veteran's Affairs.
- C. The EIDL benefits will be equivalent to the injured employee's net take home salary on the date of occurrence of the injury. EIDL eligibility and benefits may continue for no longer than one year after the date of occurrence of injury. For the purposes of this section, "net salary" is defined as the amount of salary received after Federal income tax, State income tax and the employee's retirement contribution has been deducted from the employee's gross salary. The EIDL benefit will continue to be subject to miscellaneous payroll deductions.
- D. EIDL will apply only to serious physical injuries and any complications directly related medically and attributable to the assault, as determined by the department director or designee. This benefit shall not apply to either presumptive, stress related disabilities, or to physical disability having a mental origin.
- E. The final decision as to whether an employee is eligible for, or continues to be eligible for, EIDL shall rest with the department director or designee. The department may periodically review the employee's condition by any means necessary to determine an employee's continued eligibility for EIDL.
- F. Other existing rules regarding the administration of IDL will be followed in the administration of EIDL.

- G. This section relating to EIDL will not be subject to the arbitration procedure of this Agreement.

10.7 Flexible Benefit Program

A. Program Description

The State agrees to provide a Flexible Benefits Program (FlexElect) under section 125 and related sections 129, 213(d) and 105(b) of the Internal Revenue Code. All participants in the FlexElect Program shall be subject to all applicable state and federal laws and any related administrative provisions adopted by CalHR. The administrative fee paid by the participants will be determined each year by CalHR.

B. Employee Eligibility

1. To be eligible to enroll in the FlexElect Medical Reimbursement Account and the Dependent Care Reimbursement Account, employees must have a permanent appointment with a time-base of half time or more and have permanent status, or if in a limited term or a temporary authorized (TAU) position, must have mandatory return rights to a permanent position (not Permanent Intermittent). Permanent Intermittent employees are not eligible for the FlexElect Medical Reimbursement Account or the Dependent Care Reimbursement Account.
2. Employees who meet the eligibility criteria for state-sponsored health benefits and the FlexElect Cash Option Program, including but not limited to having qualifying group health coverage from another source, shall be eligible to enroll for the FlexElect Cash Option (a monthly cash payment) in lieu of health and/or dental benefits.
3. Permanent Intermittent (PI) employees shall only participate in the Cash Option Program under FlexElect and will be eligible to receive a six (6) month Cash payment for the first control period of each plan year if they meet the requirement in subsection B.2. and all of the following criteria:
 - a. must be eligible to enroll in health and/or dental coverage as of January 1 of the Plan Year for which they are enrolling and
 - b. must have a PI appointment which is effective from January 1 through June 30 of the Plan Year for which they are enrolling and
 - c. must be credited for at least four hundred eighty (480) paid hours during the January through June control period for of the Plan Year in for which they are enrolling and
 - d. must have completed an enrollment form during the FlexElect Open Enrollment Period or as newly eligible.

4. Subsection B.3. is not grievable or arbitrable.

10.8 Post Retirement Health Benefit Vesting (1989 through 2016)

A. For State employees hired on or after January 1, 1989 through December 31, 2016, the portion of the employer contribution toward post retirement health benefits will be based on credited years of service at retirement per the following chart entitled "Health Benefits Vesting". The minimum number of years of State service at retirement to establish eligibility for any portion of the employee contribution will be ten (10) years. This section will apply only to State employees who were under a service retirement:

Section 22874, notwithstanding sections 22870, 22871, 22873 the following State employees who become State members after January 1, 1989 shall not receive any portion of the employer's contribution payable for annuitants (pursuant to section 22871) unless those employees are credited with ten (10) years of State service as defined by the section, at time of retirement: (1) members who are excluded from the definition of State employee in subdivision (c) of section 3513; (2) members employed by the executive branch of government who are not members of the civil service; and (3) members in State bargaining units for which a memorandum of understanding has been agreed to by the State employer and the recognized employee organization to become subject to this section.

The percentage of employer contribution payable for post retirement health benefits for an employee subject to this section is based on the member's completed years of credited State service at retirement as shown in the following table:

CREDITED YEARS OF SERVICE	PERCENT OF EMPLOYER CONTRIBUTION
10	50
11	55
12	60
13	65
14	70
15	75
16	80
17	85
18	90
19	95
20 or more	100

- B. This section shall apply only to State employees who retire for service.
- C. Benefits provided an employee by this section shall be applicable to all future State service.
- D. For the purposes of this section, State service shall mean service rendered as an employee or officer (employed, appointed or elected) of the State for compensation. This section does not apply to employees of the California State University.

10.9 Long-Term Care Insurance Plan

Employees in classes assigned to Bargaining Unit 13 are eligible to enroll in any long-term care insurance plan sponsored by the Department of Human Resources. The employee's spouse, parents, and the spouse's parents are also eligible to enroll in the plans, subject to the underwriting criteria specified in the plan.

The long-term care insurance premiums and the administrative cost to the Department of Human Resources and the State Controller's Office shall be fully paid by the employee and are subject to payroll deductions.

10.10 Rural Health

If the Rural Health Program is enacted by the Legislature, the State will meet and confer over implementation of this program.

10.11 Prefunding of Post-retirement Health Benefits

The State and Bargaining Unit 13 hereby agree to share in the responsibility toward the prefunding of post-retirement health benefits for members of Bargaining Unit 13 and agree that the foregoing concepts will be implemented as a means to begin to offset the future financial liability for health benefits for retired members.

- A. Beginning July 1, 2017, the State and Bargaining Unit 13 will prefund retiree healthcare, with the goal of reaching a 50 percent cost sharing of actuarially determined total normal costs for both employer and employees by July 1, 2019. The amount of employee and matching employer contributions required to prefund retiree healthcare shall increase by the following percentages of pensionable compensation:
 - 1. July 1, 2017: by 1.3 percent.
 - 2. July 1, 2018: by 1.3 percent, for a total of 2.6 percent.
 - 3. July 1, 2019: by 1.3 percent, for a total of 3.9 percent.

B. Employees Subject to Other Post Employment Benefit (OPEB) Prefunding

All bargaining unit members who are eligible for health benefits must contribute, including permanent intermittent employees. Bargaining unit members whose appointment tenure and/or time base make them ineligible for health benefits, such as: seasonal, temporary, and employees whose time base is less than half time, do not contribute. Bargaining unit members not subject to OPEB prefunding shall begin contributing upon attaining eligibility for health benefits. New hires and employees transferring into Bargaining Unit 13 shall begin contributing immediately, unless they are not subject, as set forth above.

C. Withholding of Contributions

Contributions shall be withheld from employee salary on a pre-tax basis, except for employees receiving disability benefits that require contributions to be withheld post-tax as determined by the State Controller's Office.

D. Contributions will be deposited in the designated state subaccount for BU13 of the Annuitant's Health Care Coverage Fund for the purpose of providing retiree health and dental benefits to state annuitants and dependents associated with BU13. As defined in Government Code Section 22940, a designated state subaccount is a "separate account maintained within the fund to identify prefunding contributions and assets attributable to a specified state collective bargaining unit or other state entity for the purpose of providing benefits to state annuitants and dependents associated with a specified collective bargaining unit or other state entity."

E. Contributions paid pursuant to this agreement shall not be recoverable under any circumstances to an employee or his/her beneficiary or survivor.

F. The costs of administering payroll deductions and asset management shall be deducted from the contributions and/or account balance.

G. The parties agree to support any legislation necessary to facilitate and implement prefunding of retiree health care obligations.

10.12 Post-Retirement Health and Dental Benefits Vesting

A. The following vesting schedule shall apply to state employees in Unit 13 first employed by the State on or after January 1, 2017.

B. The portion of the employer contribution toward post-retirement health and dental benefits will be based on credited years of service at retirement per the following chart entitled "Health and Dental Benefits Vesting". The minimum number of years of State service at retirement to establish eligibility for any portion of the employee contribution will be 15 years. This section will apply only to state employees who were under a service retirement.

- C. State employees as defined in A above, who become BU 13 employees after January 1, 2017, shall not receive any portion of the employer’s contribution payable for post-retirement health and dental benefits unless those employees are credited with 15 years of State service as defined by law.
- D. The percentage of employer contribution payable for post-retirement health and dental benefits for an employee subject to this section is based on the member’s completed years of credited State service at retirement as shown in the following table:

Health and Dental Benefits Vesting	
CREDITED YEARS OF SERVICE	PERCENT OF EMPLOYER CONTRIBUTION
15	50
16	55
17	60
18	65
19	70
20	75
21	80
22	85
23	90
24	95
25 or more	100

- E. This section shall apply only to state employees who retire for service.
- F. Benefits provided an employee by this section shall be applicable to all future State service.
- G. For the purposes of this section, State service shall mean service rendered as an employee or officer (employed, appointed or elected) of the State for compensation.
- H. The parties agree to support any legislation necessary to incorporate these post-retirement health and dental vesting changes into Government Code Section 22874 and 22958, or any other applicable section of the Government Code.

10.13 Employer Contribution for Retiree Health Benefits

- A. The employer contribution for each annuitant enrolled in a basic plan shall not exceed eighty (80) percent of the weighted average of the Basic health benefit

plan premiums for an employee or annuitant enrolled for self-alone, during the benefit year to which the formula is applied. For each employee or annuitant with enrolled family members, the employer contribution shall not exceed 80 percent of the weighted average of the additional premiums required for enrollment of those family members, during the benefit year to which the formula is applied.

1. "Weighted average of the health benefit plan premiums" as used in this section shall consist of the four Basic health benefit plans that had the largest enrollment of active state employees, excluding family members, during the previous benefit year.
2. This section shall apply to all employees and annuitants first hired on or after January 1, 2017.

B. The employer contribution for an annuitant enrolled in a Medicare Supplemental Plan in accordance with Government Code section 22844 shall not exceed 80 percent of the weighted average of the health benefit plan premiums for an annuitant enrolled in Medicare Supplemental Plan for self-alone, during the benefit year to which the formula is applied. For each employee or annuitant with enrolled family members, the employer contribution shall not exceed 80 percent of the weighted average of the additional premiums required for enrollment of those family members, during the benefit year to which the formula is applied.

1. "Weighted average of the health benefit plan premiums" as used in this section shall consist of the four Medicare Supplemental Plans that had the largest enrollment of state annuitants, excluding family members, during the previous benefit year.
2. The employer contribution shall not exceed the amount calculated under this section if the employee or annuitant is eligible for Medicare Part A, with or without cost, and Medicare Part B, regardless of whether the employee or annuitant is actually enrolled in Medicare Part A or Part B.
3. This section shall apply to all employees and annuitants first hired on or after January 1, 2017.

C. State employees and annuitants in BU 13 hired on or after January 1, 2017 shall be ineligible to receive any portion of the employer's contribution for annuitants towards Medicare Part B premiums, as defined in Government Code section 22879.

D. This section does not apply to:

1. State employees previously employed before January 1, 2017, who return to state employment on or after January 1, 2017; and
2. State employees on an approved leave of absence employed before January 1, 2017, who return to active employment on or after January 1, 2017.

- E. The parties agree to support any legislation necessary to facilitate and implement this provision.

10.14 Compliance with the State and Federal Law

The State may implement changes to the Health and Welfare benefits under this Article in order to comply with state or federal law. The State shall meet and confer with the Union over the effects of any changes made pursuant to this section.

ARTICLE 11 – RETIREMENT

Retirement benefit formulas and contribution rates for State employees are specified in the Government Code as summarized below. No provision of this article shall be deemed grievable or arbitrable under the grievance and arbitration procedure, except any claim of clerical error concerning an employee's retirement benefit shall be grievable up to CalHR's level.

11.1 First Tier A Retirement Formula (2% at age 55) First Tier B Retirement Formula (2% at age 60) and Public Employees' Pension Reform Act (PEPRA) First Tier Retirement Formula (2% at age 62)

- A. First Tier members first employed by the State prior to January 15, 2011, are subject to the First Tier A retirement formula.
- B. First Tier retirement members first employed by the State on or after January 15, 2011, and prior to January 1, 2013, and qualify for CalPERS membership are subject to the First Tier B retirement formula. First Tier B retirement formula does not apply to:
- Former state employees who return to state employment on or after January 15, 2011.
 - State employees hired prior to January 15, 2011 who were subject to the Alternate Retirement Program (ARP).
 - State employees on approved leave of absence prior to January 15, 2011 who return to active employment on or after January 15, 2011.
 - Persons who are already members or annuitants of the California Public Employees Retirement System prior to January 15, 2011.
 - Persons excluded from CalPERS membership.

The above categories are subject to the First Tier A retirement formula.

- C. Employees who are brought into CalPERS membership for the first time on or after January 1, 2013, and who are not eligible for reciprocity with another

California public employer as provided in Government Code Section 7522.02(c) shall be subject to the “PEPRA Retirement Formula.” As such, the PEPRA changes to retirement formulas and pensionable compensation caps apply only to new CalPERS members subject to PEPRA as defined under PEPRA.

D. The table below lists the First Tier age/benefit factors for First Tier A, First Tier B, and PEPRA First Tier retirement formulas.

Age at Retirement	First Tier A Formula (2% at age 55) Employees hired prior to January 15, 2011	First Tier B Formula (2% at age 60) Employees first hired on and after January 15, 2011, and prior to January 1, 2013	PEPRA Formula (2% at age 62) Employees eligible for CalPERS Membership for the first time on and after January 1, 2013
50	1.100	1.092	N/A
51	1.280	1.156	N/A
52	1.460	1.224	1.00
53	1.640	1.296	1.100
54	1.820	1.376	1.200
55	2.000	1.460	1.300
56	2.064	1.552	1.400
57	2.126	1.650	1.500
58	2.188	1.758	1.600
59	2.250	1.874	1.700
60	2.314	2.000	1.800
61	2.376	2.134	1.900
62	2.438	2.272	2.000
63	2.500	2.418	2.100
64	2.500	2.418	2.200
65	2.500	2.418	2.300
66	2.500	2.418	2.400
67 and over	2.500	2.418	2.500

E. Employee Retirement Contribution

1. As stated in Government Code Section 20677.6, effective May 16, 2011, miscellaneous and industrial members in the First Tier retirement or the ARP subject to social security shall contribute ten percent (10%) of monthly compensation in excess of five hundred thirteen dollars (\$513) for retirement.
2. As stated in Government Code Section 20677.6, effective May 16, 2011, miscellaneous and industrial members in the First Tier retirement or the ARP plan not subject to social security shall contribute eleven percent (11%) of monthly compensation in excess of three hundred seventeen dollars (\$317) for retirement.

F. Final Compensation

Employees first hired on or after January 15, 2011, and prior to January 1, 2013, will, after completion of participation in the Alternate Retirement Program, be subject to the 2% at age 60 retirement formula with retirement benefits based on the highest average monthly pay rate during thirty-six (36) consecutive months of employment.

Employees in employment prior to January 15, 2011, will remain subject to the 2% at age 55 retirement formula with retirement benefits based on the highest average monthly pay rate during thirty-six (36) consecutive months of employment.

Employees first hired prior to January 1, 2007, remain subject to the 2% at age 55 formula with benefits based on the highest average monthly pay rate during twelve (12) consecutive months of employment.

Second-Tier Retirement Plan

Unit 13 members may participate in the Second-Tier retirement plan as prescribed by law.

- A. Second Tier members first employed by the State and subject to CalPERS membership prior to January 1, 2013, are subject to the Pre-PEPRA Second Tier retirement formula.
- B. Employees who are brought into CalPERS membership for the first time on or after January 1, 2013, and who are not eligible for reciprocity with another California public employer as provided in Government Code Section 7522.02(c) shall be subject to the "PEPRA Retirement Formula." As such, the PEPRA changes to retirement formulas and pensionable compensation caps apply only to new CalPERS members subject to PEPRA as defined under PEPRA.

C. The table below lists the Second Tier age/benefit factors for the Pre-PEPRA and PEPRA retirement formulas.

Age at Retirement	Pre-PEPRA Formula (1.25% at age 65) Employees first hired and subject to CalPERS membership prior to January 1, 2013	PEPRA Formula (1.25% at age 67) Employees eligible for CalPERS Membership for the first time on and after January 1, 2013
50	0.5000	N/A
51	0.5500	N/A
52	0.6000	0.6500
53	0.6500	0.6900
54	0.7000	0.7300
55	0.7500	0.7700
56	0.8000	0.8100
57	0.8500	0.8500
58	0.9000	0.8900
59	0.9500	0.9300
60	1.0000	0.9700
61	1.0500	1.0100
62	1.1000	1.0500
63	1.1500	1.0900
64	1.2000	1.1300
65	1.2500	1.1700
66	1.2500	1.2100
67 and over	1.2500	1.2500

D. Employee Retirement Contribution

As stated in Government Code Section 20683.2, effective July 1, 2013, Second Tier members, including ARP members, shall contribute one and one-half percent (1.5%) of monthly pensionable compensation for retirement, and will increase by 1.5% points annually. The final annual increase in the contribution rate shall be adjusted as appropriate to reach fifty percent (50%) of normal cost.

11.2 First Tier Eligibility for Employees in Second Tier

- A. Employees who are currently in the Second Tier retirement plan may elect to be covered under the First Tier as described in this article.
- B. An employee who makes this election will then be eligible to purchase past Second Tier service.
- C. New employees who meet the criteria for CalPERS membership will be enrolled in the First Tier plan and have the right to be covered under the Second Tier plan within one hundred eighty (180) days of the date of their appointment. If a new employee does not make an election for Second Tier coverage during this period, he or she will remain in the First Tier plan.
- D. Employees who purchase their past service will be required to pay the amount of contributions they would have paid had they been First Tier members during the period of service that they are purchasing. As required by CalPERS law, the amount includes interest at six percent (6%), annually compounded.

11.3 State Safety A Retirement Formula (2.5% at age 55), State Safety B Retirement Formula (2% at age 55), and PEPRA State Safety Retirement Formula (2% at age 57)

- A. State Safety members first employed by the State prior to January 15, 2011, are subject to the State Safety A retirement formula.
- B. State Safety retirement members first employed by the State on or after January 15, 2011, and prior to January 1, 2013, are subject to the "State Safety B Retirement Formula." The State Safety retirement formula does not apply to:
 - Former state employees who return to State employment on or after January 15, 2011.
 - State employees hired prior to January 15, 2011 who were subject to the Alternate Retirement Program (ARP).
 - State employees on approved leave of absence prior to January 15, 2011 who return to active employment on or after January 15, 2011.
 - Persons who are already members or annuitants of the California Public Employees Retirement System prior to January 15, 2011.
 - Persons excluded from CalPERS membership.

The above categories are subject to the State Safety A retirement formula.

- C. Employees who are brought into CalPERS membership for the first time on or after January 1, 2013, and who are not eligible for reciprocity with another

California public employer as provided in Government Code Section 7522.02(c) shall be subject to the “PEPRA Retirement Formula.” As such, the PEPRA changes to retirement formulas and pensionable compensation caps apply only to new CalPERS members subject to PEPRA as defined under PEPRA.

D. The table below lists the State Safety age/benefit factors for State Safety A, State Safety B, and PEPRA State Safety retirement formulas.

Age at Retirement	State Safety A Formula (2.5% at age 55) Employees hired prior to January 15, 2011	State Safety B Formula (2% at age 55) Employees first hired on and after January 15, 2011 and prior to January 1, 2013	PEPRA State Safety Formula (2% at age 57) Employees eligible for CalPERS Membership for the first time on and after January 1, 2013
50	1.7000	1.426	1.426
51	1.8000	1.522	1.508
52	1.9000	1.628	1.590
53	2.0000	1.742	1.672
54	2.2500	1.866	1.754
55	2.5000	2.000	1.836
56	2.5000	2.000	1.918
57 and over	2.5000	2.000	2.000

E. Employee Retirement Contribution

1. As stated in Government Code Section 20677.9, State Safety members shall contribute eleven percent (11%) of monthly compensation in excess of \$317 for retirement.
2. Effective after June 30, 2022, the employee contribution rates described in 11.3(E)(1) for State Safety A, State Safety B, and PEPRA State Safety retirement formulas shall be increased by 0.5 percent (0.5%). State Safety members shall contribute eleven on one half percent (11.5%) of pensionable compensation in excess of \$317 for retirement.

F. Final Compensation

Employees first hired on or after January 15, 2011 and prior to January 1, 2013, will be subject to the 2% at age 55 retirement formula with retirement benefits based on the highest average monthly pay rate during thirty-six (36) consecutive months of employment.

Employees hired prior to January 15, 2011, will remain subject to the 2.5% at age 55 retirement formula with retirement benefits based on the highest average monthly pay rate during thirty-six (36) consecutive months of employment.

Employees in employment prior to January 1, 2007, will remain subject to the 2.5% at age 55 retirement formula with benefits based on the highest average monthly pay rate during twelve (12) consecutive months of employment.

11.4 Public Employees' Pension Reform Act of 2013 (PEPRA)

A. PEPRA Definition of "Pensionable Compensation"

Retirement benefits for employees subject to PEPRA are based upon the highest average pensionable compensation during a thirty-six (36) month period. Pensionable compensation shall not exceed the applicable percentage of the contribution and benefit base specified in Title 42 of the United State Code Section 430 (b). The 2014 limits are \$117,000 for members subject to Social Security and \$140,400 for members not subject to Social Security. The limit shall be adjusted annually based on changes to the Consumer Price Index for all Urban Consumers.

B. Alternate Retirement Program – New Employees

Employees first hired on or after July 1, 2013 shall not be subject to the Alternate Retirement Program (ARP). Existing ARP members are required to complete the twenty-four (24) month enrollment period. Upon completion of the twenty-four (24) month period, the employee shall make contributions to CalPERS. ARP members shall continue to be eligible for payout options beginning the first day of the 47th month of employment and ending on the last day of the 49th month of employment following his or her initial ARP hire date.

C. Equal sharing of Normal Cost

As stated in Government Code Sections 7522.30 and 20683.2, equal sharing between the State employer and State employees of the normal cost of the defined benefit plans shall be the standard for all plans and employees. It shall be the standard that all employees pay at least fifty percent (50%) of the normal cost and the State employer shall not pay any of the required employee contributions. "Normal cost" is determined annually by CalPERS.

11.5 Defined Contribution Plans

Employees of Unit 13 may continue to participate in the State of California, Department of Human Resources, 401(k) Deferred Compensation Program.

The Department of Human Resources administers two (2) voluntary defined contribution plans, under Sections 457(b) and 401(k) of the Internal Revenue Code. Employees in Unit 13 are eligible to be included in these defined contribution plans.

- A. To the extent permitted by federal and state law employees who separate from state service who are otherwise eligible to cash out their vacation, annual leave, PLP, holiday, CTO and any other compensable leave credits may ask the State to transfer a designated amount from their cash payment into their existing 457(b) and/or 40(k) plan offered through the State's Savings Plus Program (SPP).
- B. If an employee does not have an existing 457(b) and/or 401(k) plan account, the employee must enroll in the SPP and become a participant in one (1) or both plans prior to the date of separation.
- C. Such transfers are subject to and contingent upon all statutes, law, rules and regulations authorizing such transfers including those governing the amount of annual deferrals.
- D. Employees electing to make such a transfer shall bear full tax liability, if any, of the leave transferred that exceeds the annual limits (e.g., "over-defers") or if transferred on a Roth basis.
- E. Implementation, continuation and administration of the defined contribution plans is expressly subject to and contingent upon compliance with the SPP's governing plan documents (which may at the State's discretion be amended from time to time), and applicable federal and state laws, rules and regulations.
- F. Disputes arising under this section of the MOU shall not be subject to the grievance and arbitration provision of this agreement.

11.6 Alternative Pre-retirement Death Benefit

- A. Pursuant to Government Code section 21547 notwithstanding any other provision of this article requiring attainment of the minimum age for voluntary service retirement him or her in his or her last employment preceding death, upon the death of a State member on or after January 1, 1993, who is credited with twenty (20) years or more of State service, the surviving spouse, or eligible children if there is no eligible spouse, may receive a monthly allowance in lieu of the basic death benefit. The board shall notify the eligible survivor, as defined in section 21546, of this alternate death benefit. The board shall calculate the monthly allowance that shall be payable as follows:

1. To the member's surviving spouse, an amount equal to what the member would have received if he or she had retired for service at minimum retirement age on the date of death and had elected Option Settlement 2 and section 21459.
 2. To the children under age eighteen (18) collectively if there is no surviving spouse or the spouse dies before all of the children of the deceased member are age eighteen (18), an amount equal to one-half (½) of and derived from the same source as the unmodified allowance the member would have been entitled to receive if he or she had retired for service at minimum retirement age on the date of death. No child shall receive any allowance after marrying or attaining the age of eighteen (18). As used in this section, a "surviving child" includes a posthumously born child of the member.
 3. This section shall only apply to members employed in State bargaining units for which a memorandum of understanding has been agreed to by the State employer and the recognized employee organization to become subject to this section, members who are excluded from the definition of State employees in subdivision (c). of section 3513, and members employed by the executive branch of government who are not members of the civil service.
 4. For purposes of this section, "State service" means service rendered as a State employee, as defined in section 19815. This section shall not apply to any contracting agency nor to the employees of any contracting agency.
- B. Pursuant to Government Code section 21547.5, for any survivor receiving a monthly allowance provided by section 21547 prior to the effective date of its amendment, the allowance shall be adjusted to equal an amount that the member would have been eligible to if his or her death had occurred on and after the amendment effective date of section 21547. The adjusted amount would be payable only on and after that amendment effective date.

11.7 1959 Survivors' Benefits – Fifth Level

- A. Employees in this unit who are members of the Public Employees' Retirement System (PERS) will be covered under the Fifth Level of the 1959 Survivors' Benefit, which provides a death benefit in the form of a monthly allowance to the eligible survivor in the event of death before retirement. This benefit will be payable to eligible survivors of current employees who are not covered by Social Security and whose death occurs on or after the effective date of the memorandum of understanding for this section.
- B. The contribution for employees covered under this new level of benefits will be consistent with Government Code 21581. The rate of contribution for the State will be determined by the PERS board.

C. The survivors' benefits are detailed in the following schedule:

A spouse who has care of two or more eligible children, or three or more eligible children not in the care of spouse	\$1,800
A spouse with one eligible child, or two eligible children not in the care of the spouse	\$1,500
One eligible child not in the care of the spouse; or the spouse, who had no eligible children at the time of the employee's death, upon reaching age 62.....	\$750

11.8 Items Excluded From Compensation For Retirement Purposes

The State and IUOE agree that the following items shall be excluded from compensation for the purposes of retirement contributions unless specified otherwise in this memorandum of understanding:

- Work Clothing Allowance
- Incentive Award Programs
- Shift Differential
- Recruitment/Retention Bonuses
- Commute Program Subsidy
- Uniform Allowances

11.9 Tax Treatment of Employee Retirement Contributions

The purpose of this section is to implement the provisions contained in section 414(h)(2) of the Internal Revenue Code and IRS Ruling 2006-43 concerning the tax treatment of employee retirement contributions paid by the State of California on behalf of employees in the bargaining unit. In accordance with that Executive Order and with Internal Revenue Service guidance under Revenue Ruling 2006-43, this formalizes the implementation of section 414(h)(2) with regard to Employee Contributions to CalPERS that are made by the Employer on behalf of its employees. For this purpose, "Employee Contributions" means those contributions that are deducted from employees' salary and credited to individual employees' accounts under CalPERS. This Article specifically covers Employee Contributions made on behalf of employees covered by the collective bargaining agreement to which the Article relates.

1. PICK-UP OF EMPLOYEE CONTRIBUTIONS

In accordance with section 414(h)(2) of the Internal Revenue Code, the Employer may “pick up” the Employee Contributions under the following terms and conditions:

- the contributions made by the Employer to CalPERS, although designated as Employee Contributions, are being paid by the Employer in lieu of contributions by the employees who are members of CalPERS;
- employees do not have the option of choosing to receive the contributed amounts directly instead of having them paid by the Employer to CalPERS;
- the Employer is paying to CalPERS the contributions designated as Employee Contributions from the same source of funds as used in paying salary; and
- the amount of the contributions designated as Employee Contributions and paid by the Employer to CalPERS on behalf of an employee is the entire contribution required of the employee under CalPERS.

2. TAX CHARACTERIZATION OF PICKED-UP EMPLOYEE CONTRIBUTIONS

All Employee Contributions picked up by the Employer in accordance with Section 414(h)(2) of the Internal Revenue Code are, for tax purposes, treated as employer contributions and therefore are not includable in employees’ taxable income until distributed from CalPERS. This Article formalizes the Employer’s continuing characterization of Employee Contributions as employer contributions under section 414(h)(2). Accordingly, Employee Contributions covered by this Article will continue to be excluded from employees’ taxable income under section 414(h)(2).

3. WAGE ADJUSTMENT

Notwithstanding anything to the contrary, employees’ salary will be reduced by the amount of Employee Contributions that are made by the Employer in accordance with the terms of this Article.

4. LIMITATIONS TO OPERABILITY

This Article will be operative only as long as the Employer pick-up of Employee Contributions continues to be excludable from employees’ taxable income under the Internal Revenue Code.

5. NO ARBITRATION

The parties agree that nothing in this Article will be subject to the grievance and arbitration procedures set out in the collective bargaining agreement to which the Article applies.

ARTICLE 12 – SAFETY AND HEALTH

12.1 Health and Safety Committees

- A. The parties agree that Joint IUOE/Management Health and Safety Committees are appropriate in many areas of State employment. At IUOE's request, each department shall establish at least one (1) Joint IUOE/Management Health and Safety Committee. Additional Joint IUOE/Management Health and Safety Committees may be established as appropriate for the larger departments.
- B. Joint IUOE/Management Health and Safety Committees may consist of no more than one (1) representative in the area served by each Joint IUOE/Management Health and Safety Committee. The State may appoint an equal number of State representatives.
- C. The Committee shall meet at least quarterly for the purpose of discussing safety problems and recommending appropriate actions, making recommendations from time to time on the subjects of safety, safety promotion, and how to encourage employees to be more conscious of safety.
- D. Employees appointed to serve on the Committee shall serve without loss of compensation.
- E. When an employee in good faith believes that he/she is being required to work where a clear and present danger exists, he/she will so notify his/her supervisor. The supervisor will immediately investigate the situation and either direct the employee to temporarily perform some other task or proclaim the situation safe and direct the employee in writing to proceed with his/her assigned duties. If IUOE or the employee still believes the unsafe condition exists, IUOE or the employee may file a grievance alleging a violation of this section at Step 2 of the Health & Safety grievance procedure. (Article 5)
- F. To the extent permitted by law, all copies of employee occupation injury reports will be furnished to the appropriate Joint IUOE/Management Health and Safety Committee and remain confidential.

12.2 Employee Assistance Program

- A. The State recognizes that alcohol, drug abuse and stress may adversely affect job performance and are treatable conditions. As a means of correcting job performance problems, the State may offer referral to treatment for alcohol, drug and stress related problems such as marital, family, emotional, financial, medical, legal or other personal problems. The intent of this section is to assist an employee's voluntary efforts to treat alcoholism or a drug related or stress related problem so as to retain or recover his/her value as an employee.

- B. Each department head or designee shall designate an Employee Assistance Program Coordinator who shall arrange for programs to implement item A. above. Employees who are to be referred to an Employee Assistance Program Coordinator will be referred by the appropriate management personnel. An employee undergoing alcohol, drug, or mental health treatment, upon approval, may use accrued sick leave, compensating time off credits and vacation leave credits for such a purpose. Leaves of absence without pay may be granted by the department head or designee upon the recommendation of the Employee Assistance Program Coordinator if all sick leave, vacation, and compensating time off have been exhausted.
- C. Medical records concerning an employee's treatment for alcoholism, drug or stress related problems shall remain confidential and shall remain separate from other personnel materials in the personnel files.

12.3 Infectious Diseases

- A. The State recognizes the need to continue to provide general information about infectious diseases for employees of the following departments: Developmental Services, State Hospitals, State Parks, Corrections and Rehabilitation, Veteran's Affairs, Department of Education's State Special Schools, and Health Services.
- B. The departments listed in A. above will annually provide to Bargaining Unit 13 members, through a health care professional or health and safety professional on staff or not on staff, in-service training regarding infectious diseases. This training may include the following:
 - 1. Identification of infectious diseases that are of concern to Bargaining Unit 13 members in the working environment; and
 - 2. General information regarding these diseases including, but not limited to the following:
 - a. how the disease is transmitted;
 - b. symptoms;
 - c. courses of treatment; and
 - d. methods and procedures that should be followed to prevent contracting the disease.
- C. Bargaining Unit 13 members will attend this training on State time. Training may be provided more often if deemed necessary.

ARTICLE 13 – CAREER DEVELOPMENT

13.1 Release Time for State Civil Service Examination

- A. Employees who are participating in a State civil service examination shall be granted reasonable time off without loss of compensation (wages) to participate in an examination if the examination has been scheduled during his/her normal work hours and the employee has provided reasonable (normally two (2) working days) notice to his/her supervisor. For the purposes of this section, hiring interviews for individuals certified from employment lists shall be considered part of the examination process. The State shall attempt to accommodate a shift change request from an employee who is scheduled to work a swing or graveyard shift for the shift preceding or following a State Personnel Board examination.
- B. Release time will include necessary travel time to and/or from the examination site if such travel time occurs during scheduled work time. In cases where the examination site is in another city and the employee is permitted to use a private vehicle for the travel, necessary travel time will be limited to include only that which would be necessary by the most expeditious mode of travel (e.g. airplane and ground transportation versus private vehicle) and that results in the least disruption to the employer.
- C. Release time to participate in civil service exams will not result in overtime compensation or reimbursement of travel expenses.

13.2 Training Fund

Each appointing power, upon approval of sufficient funds by the Legislature, shall contribute to the IUOE Training Fund to provide a training program for Bargaining Unit 13 employees who wish to improve their skills.

The contribution, due in January of each year for each employee covered by this Agreement and on the payroll as of September 1 of the previous year, will be one hundred dollars (\$100).

13.3 Classification Proposals

The State agrees to notify IUOE of classification proposals the State presents to the State Personnel Board that impact employees in Unit 13. IUOE agrees to notify the State of classification proposals that IUOE presents to the State Personnel Board.

13.4 Location of, and Employee Access to, Personnel Files

- A. An employee's official department personnel file shall be maintained for Unit 13 employees at a location identified by each department head or designee. There

shall be only one (1) official personnel file and one (1) supervisory working file regarding each employee.

- B. An employee or his/her representative, if properly authorized by the employee, may review his/her personnel file and/or supervisory working file during regular personnel office hours with appropriate prior notice. An employee may be excused, at the discretion of his/her supervisor, for a reasonable period of time to review his/her official personnel file and/or supervisory working file. The official personnel file may not be removed from the personnel office unless approved by the department head or designee.
- C. Where the official personnel file is in a location remote from the employee's work location, arrangements may be made to have a copy of the file sent at the employer's expense to a location specified in writing by the employee.
- D. Except for the probationary reports and adverse actions, any negative performance-related material shall be removed from the employee's personnel file and destroyed within one (1) year from date of entry. Upon the employee's request adverse actions, and probationary reports may be removed by mutual agreement between a department head or designee and an employee.

13.5 Interviews

Whenever an employee is requested to appear for an employment interview pursuant to this Article, the employee shall be released from duty without loss of compensation if (a) the interview is scheduled during the employee's normal work hours; and (b) the employee's supervisor gives his/her advanced approval. Every effort should be made to schedule such interviews at times that minimize interference with State operations.

ARTICLE 14 – POST AND BID

- A. This Article shall only apply to vacancies as defined in B below.
- B. A vacancy shall be deemed to exist when a position is unoccupied as a result of retirement, transfer, termination, resignation, death, reassignment, new position, promotion, change in tenure to permanent, or new funding and the employer decides to fill it.

14.1 Post and Bid - Local Plant

- A. Employees holding permanent status at a plant (see Addendum B), in their classification, may bid should a position become vacant. For a request to be considered under this section it must be filed in accordance with paragraph B. Permanent status for purposes of this section shall mean an individual who has successfully passed his/her probationary period in the class.
- B. A notice of intent to fill the vacancy shall be posted at the work sites for Unit 13 employees within the local plant for a minimum of seven (7) calendar days.

Notice shall include the classification, a duty statement or description of duties, requisite skills and abilities required of the position, reporting location, assigned work areas, the shift and days off for the position to be filled, the final filing date, and contact person's name, email address, and telephone number. Employees interested in a posted position must indicate interest by submitting a departmental bid request form (referenced in section 14.2A) to the specified contact person, by the final filing date.

- C. The employee whom placed the bid, or in the case of multiple bids for the same position, the employee with the greatest amount of plant service in the class shall be selected over other employees and will normally be placed in the awarded post and bid position within thirty (30) calendar days.
- D. Any employee appointed under the terms of this section will be expected to possess the requisite skills and abilities required of the classification. Any employee who has a sustained major discipline, such as an adverse action within the last twelve (12) months, may, at the discretion of the employer, not be considered for a bid under the provisions of this section.
- E. Employees awarded the post and bid under this provision waive any rights to claims for moving and relocation expenses. This does not preclude payment of such expenses, at management's discretion.
- F. Management for training purposes may fill a vacant position for a period not to exceed thirty (30) calendar days.
- G. This section does not preclude management from transferring employees for verifiable security or safety reasons.
- H. When there is no employee bid requests at the plant on file, management shall fill the vacant position consistent with the provisions of section 14.2.

14.2 Post and Bid to Other Plants

- A. Eligible employees desiring a bid to a different "plant" (See Addendum B.) within their department may apply in writing to the department head or designee on a form provided by the departments listed in Addendum B, or the form provided in Addendum A for those departments not listed in Addendum B. Such bid requests shall be to permanent positions in the same department within their current classification. For a request to be considered under this section it must be filed in accordance with paragraph "B" prior to the position becoming vacant.
- B. Permanent employees who wish to submit a bid request may do so during an annual open period beginning October 1st – October 31st with an effective date of January 1. Transfer requests shall be kept on file for twelve (12) months.
- C. The employee requesting the bid, or the employee with the greatest amount of bargaining unit seniority in the case of multiple bid requests to the same position,

shall be selected over other employees not working in the department. Seniority for purposes of this section shall be defined as bargaining unit seniority consistent with section 14.3, and 14.8.

- D. Any employee appointed under the terms of this section shall be expected to possess the requisite skills and abilities required of the classification. Any employee who has a sustained major discipline, such as an adverse action, within the last twelve (12) months, may, at the discretion of the employer, not be considered for transfer under the provisions of this section.
- E. Employees bid under this provision waive any rights to claims for moving and relocation expenses. This does not preclude payment of such expenses, at management's discretion.
- F. This section does not preclude management from transferring employees for verifiable security or safety reasons.
- G. When there are no employee bid requests on file, management may fill the vacancy with any means at its disposal.
- H. Employees selected under the terms of this section shall have a maximum of five (5) workdays in which to accept or reject a job offer unless otherwise agreed by the hiring supervisor. Once the five (5) days have expired, the employer shall consider it a refusal of the job offer. If a job offer is accepted, the employee will have a maximum of thirty (30) calendar days to report to the new plant, unless mutually agreed otherwise by the hiring supervisor.

14.3 Intentionally Excluded

14.4 Intentionally Excluded

14.5 Intentionally Excluded

14.6 Intentionally Excluded

14.7 Intentionally Excluded

14.8 Intentionally Excluded

14.9 Intentionally Excluded

14.10 Intentionally Excluded

14.11 Reassignment

A permanent reassignment is defined as a change of reporting location and/or facility within a plant, as identified in Addendum B, where no vacancy exists and such change shall be for more than thirty (30) calendar days. A permanent change of work location

and/or facility (reassignment) shall be implemented pursuant to Article 14.1 (Post and Bid) of this Agreement.

Once the provisions of 14.1 have been completed, the state shall provide seven (7) calendar days' notice to employees prior to making a reassignment.

14.12 Post and Bid Seniority Ties

In resolving any seniority ties in this Article, the following will be the order of tiebreakers.

Local Work Locations

- A. If tied, seniority in the classification within the Department.
- B. If tied, seniority in the classification within Bargaining Unit 13. C. If tied, DRAWING:
 - 1. Each person writes name on paper. Places in container.
 - 2. A neutral person, non-manager, non-supervisor, and non-interested party in selection process draw names from the container.
 - 3. The order of names drawn is the order of seniority for filling that position.

Transfers From Other Plants

- A. If tied, seniority in the classification within in the Department.
- B. If tied, combined seniority of all classifications held within Bargaining Unit 13 within the department.
- C. If tied, DRAWING:
 - 1. Each person writes name on paper. Places in container.
 - 2. A neutral person, non-manager, non-supervisor, and non-interested party in selection process draw names from the container.
 - 3. The order of names drawn is the order of seniority for filling that position.

ARTICLE 15 – BUSINESS AND TRAVEL EXPENSES

15.1 Business and Travel Expenses

The State agrees to reimburse employees for actual, necessary and appropriate business expenses and travel expenses incurred fifty (50) miles or more from home and headquarters, in accordance with existing CalHR rules and as set forth below. Lodging and/or meals provided by the State or included in hotel expenses or conference fees or in transportation costs such as airline tickets or otherwise provided shall not be claimed

for reimbursement. Snacks and continental breakfasts such as rolls, juice and coffee are not considered to be meals. Each item of expenses of twenty-five dollars (\$25) or more requires a receipt; receipts may be required for items of expense that are less than twenty-five dollars (\$25). When receipts are not required to be submitted with the claim, it is the employee's responsibility to maintain receipts and records of their actual expenses. Each State agency shall determine the necessity for and method of travel.

A. **Meals/Incidentals** - Meal expenses for breakfast, lunch and dinner will be reimbursed in the amount of actual expenses up to the maximums. Receipts for meals must be maintained by the employee as substantiation that the amount claimed was not in excess of the amount of actual expense. The IRS definition of "incidentals" includes fees and tips for porters, baggage carriers, and hotel staff. It does not include expenses for laundry, cleaning and pressing of clothing, taxicab fares, lodging taxes or the cost of telegrams or telephone calls.

1. **Rates** - Actual meal/incidental expenses incurred will be reimbursed in accordance with the maximum rates and time frame requirements outlined below.

Breakfast	Up to \$7.00
Lunch	Up to \$11.00
Dinner	Up to \$23.00
<u>Incidentals</u>	<u>Up to \$5.00 (Every full 24 hours of travel)</u>
TOTAL	\$46.00

2. **Timeframes** - For continuous short-term travel of more than twenty-four (24) hours but less than thirty-one (31) days, the employee will be reimbursed for actual costs up to the maximum for each meal, incidental, and lodging expense for each complete twenty-four (24) hours of travel, beginning with the traveler's time of departure and return as follows:

a. On the first day of travel on a trip of more than twenty four (24) hours:

Trip begins at or before 6 am	breakfast may be claimed
Trip begins at or before 11 am	lunch may be claimed
Trip begins at or before 5 pm	dinner may be claimed

- b. On the fractional day of travel at the end of a trip of more than twenty-four (24) hours:

Trip ends at or after 8 am breakfast may be claimed

Trip ends at or after 2 pm lunch may be claimed

Trip ends at or after 7 pm dinner may be claimed

- If the fractional day includes an overnight stay, receipted lodging may be claimed.
- No meal or lodging expenses may be claimed or reimbursed more than once on any given date or during any twenty-four (24) hour period.

- c. For continuous travel of less than twenty-four (24) hours, the employee will be reimbursed for actual expenses up to the maximum as follows:

Travel begins at or before 6 am and ends at or after 9 am: Breakfast may be claimed.

Travel begins at or before 4 pm and ends at or after 7 pm: Dinner may be claimed.

If the trip extends overnight, receipted lodging may be claimed.

No lunch or incidentals may be claimed on a trip of less than twenty-four (24) hours.

- B. **Lodging:** - All lodging reimbursement requires a receipt from a commercial lodging establishment such as a hotel, motel, bed and breakfast inn, or public campground that caters to the general public. No lodging will be reimbursed without a valid receipt.

1. Regular State Business Travel:

- a. When employees are required to do business and obtain lodging in the counties identified below, reimbursement will be for actual receipted lodging up to the below identified maximums, plus applicable taxes and mandatory fees.

County	Lodging Rate
All counties except those listed below	\$90
Sacramento, Napa, Riverside	\$95
Marin	\$110

County	Lodging Rate
Los Angeles, Orange, Ventura & Edwards AFB, excludes the city of Santa Monica	\$120
San Diego, Monterey	\$125
Alameda, San Mateo, Santa Clara	\$140
City of Santa Monica	\$150
San Francisco	\$250

2. Reimbursement of lodging expenses in excess of specified amounts, excluding taxes requires advance written approval from CalHR. CalHR may delegate approval authority to departmental appointing powers or increase the lodging maximum rate for the geographical area and period of time deemed necessary to meet the needs of the State. An employee may not claim lodging, meal or incidental expenses within fifty (50) miles of his/her home or headquarters.

C. **Long-term Travel:** Actual expenses for long term meals and receipted lodging will be reimbursed when the employee incurs expenses in one location comparable to those arising from the use of establishments catering to the long-term visitor.

1. Full Long-term Travel: In order to qualify for full long-term travel reimbursement, the employee on long-term field assignment must meet the following criteria:
 - The employee continues to maintain a permanent residence at the primary headquarters, and
 - The permanent residence is occupied by the employee's dependents, or
 - The permanent residence is maintained at a net expense to the employee exceeding two hundred dollars (\$200) per month.

The employee on full long-term travel who is living at the long-term location may claim either:

- Reimbursement for actual individual expense, substantiated by receipts, for lodging, water, sewer, gas and electricity, up to a maximum of one thousand one hundred thirty dollars (\$1130) per calendar month while on the long-term assignment, and actual expenses up to ten dollars (\$10) for meals and incidentals, for each period of twelve (12) to twenty-four (24) hours and up to five dollars (\$5) for actual meals and incidentals for each period of less than twelve (12) hours at the long-term location, or

- Long-term subsistence rates of twenty-four dollars (\$24) for actual meals and incidentals and twenty-four dollars (\$24) for receipted lodging for travel of twelve (12) hours up to twenty-four (24) hours; either twenty-four dollars (\$24) for actual meals or twenty-four dollars (\$24) for receipted lodging for travel less than twelve (12) hours when the employee incurs expenses in one location comparable to those arising from the use of establishments catering to the long-term visitor.
2. An employee on long-term field assignment who does not maintain a separate residence in the headquarters area may claim long-term subsistence rates of up to twelve dollars (\$12) for actual meals and incidentals and twelve dollars (\$12) for receipted lodging for travel of twelve (12) hours up to twenty-four (24) hours at the long-term location; either twelve dollars (\$12) for actual meals or twelve dollars (\$12) for receipted lodging for travel less than twelve (12) hours at the long-term location.
 3. Employees, with supervisor's approval, after completing the work shift remain at the job or LTA location past the Friday twelve (12) hour clock will receive full per diem for Friday. Those staying overnight shall not receive any additional per diem regardless of the Saturday departure time. An employee returning to the temporary residence on Sunday will receive full per diem. This does not change Department of Human Resources policy regarding the per diem clock which starts at the beginning of the work shift on Monday. If the normal workweek is other than as stated above, the same principle applies.

The following clarifies Department of Human Resources policy regarding an employee leaving the LTA location on personal business:

The reference to leaving the LTA location for personal business and not claiming per diem or transportation expenses assumes that the employee stays overnight at a location other than the long-term accommodations.

- D. **Out-of-State Travel:** For short-term out-of-State travel, State employees will be reimbursed actual lodging, supported by a receipt, and will be reimbursed for actual meal and incidental expenses in accordance with above. Failure to furnish lodging receipts will limit reimbursement to the meal/incidental rate above. Long-term out-of- State travel will be reimbursed in accordance with the provisions of Long-term Travel above.
- E. **Out of Country Travel:** For short-term out of country travel, State employees will be reimbursed actual lodging, substantiated by a receipt, and will be reimbursed actual meals and incidentals up to the maximums published in column B of the Maximum Travel per Diem Allowances for Foreign Areas, section 925, U.S. Department of State Standardized Regulations and the meal/incidental breakdown in Federal Travel Regulation Chapter 301, Travel Allowances,

Appendix B. Long-term Out of Country travel will be reimbursed in accordance with the provisions of Long-term travel above, or as determined by CalHR.

Subsistence shall be paid in accordance with procedures prescribed by the Department of Human Resources. It is the responsibility of the individual employee to maintain receipts for their actual meal expenses.

- F. **Transportation:** Transportation expenses include, but are not limited to airplane, train, bus, and taxi fares, rental cars, parking, mileage reimbursement and tolls that are reasonably and necessarily incurred as a result of conducting State business. Each State agency shall determine the method of and necessity for travel. Transportation will be accomplished and reimbursed in accordance with the best interest of the State. An employee who chooses and is approved to use an alternate method of transportation will be reimbursed only for the method that reflects the best interest of the State.

1. Mileage Reimbursement

- a. When an employee is authorized by his/her appointing authority or designee to operate a privately owned vehicle on State business the employee will be allowed to claim and be reimbursed at the Federal Standard Mileage Rate (FSMR).
 - b. When an employee is required to report to an alternative work location, the employee may be reimbursed for the number of miles driven in excess of his/her normal commute.
2. **Specialized Vehicles** – Employees who must operate a motor vehicle on official State business and who, because of a physical disability, may operate only specially equipped or modified vehicles may claim reimbursement at the Federal Standard Mileage Rate (FSMR), with certification. Supervisors who approve claims pursuant to this subsection have the responsibility of determining the need for the use of such vehicles.
3. **Private Aircraft Mileage** – When an employee is authorized by his/her department, reimbursement for the use of the employee's privately owned aircraft on State business shall be made at the at the current FSMR rate per statute mile. Pilot qualifications and insurance requirements will be maintained in accordance with CalHR rule 599.628.1 and the State Office of Risk and Insurance Management.
4. **Mileage to/from a common carrier** – When the employee's use of a privately owned vehicle is authorized for travel to or from a common carrier terminal, and the employee's vehicle is not parked at the terminal during the period of absence, the employee may claim double the number of miles between the terminal and the employee's headquarters or residence, whichever is less, while the employee occupies the vehicle. Exception to "whichever is less": If the employee begins travel one hour or more before he

normally leaves his home, or on a regularly scheduled day off, mileage may be computed from his/her residence.

G. **Receipts:** Receipts or vouchers shall be submitted for every item of expense of twenty- five dollars (\$25) or more. In addition, receipts are required for every item of transportation and business expense incurred as a result of conducting State business except for actual expenses as follows:

1. Railroad and bus fares of less than twenty-five dollars (\$25) when travel is wholly within the State of California.
2. Street car, ferry fares, bridge and road tolls, local rapid transit system, taxi, shuttle or hotel bus fares, and parking fees of ten dollars (\$10) or less for each continuous period of parking or each separate transportation expense noted in this item.
3. Telephone, telegraph, tax or other business charges related to State business of five dollars (\$5) or less.
4. In the absence of a receipt, reimbursement will be limited to the non-receipted amount above.
5. Reimbursement will be claimed only for the actual and necessary expenses noted above. Regardless of the above exceptions, the approving officer may require additional certification and/or explanation in order to determine that an expense was actually and reasonably incurred. In the absence of a satisfactory explanation, the expense shall not be allowed.

H. **OT Meals:** Except as noted in Section 15.2 (Overtime Meal Allowance- Corrections, and Caltrans) below, an overtime meal allowance up to eight dollars (\$8) may be provided only when an employee is required to work two (2) consecutive hours prior to or two (2) consecutive hours after the regular work shift. To be eligible for an overtime meal allowance on a holiday or regular day off, employees must work the total number of hours of their regular work shift and work either two (2) consecutive hours prior to or two (2) consecutive hours after the start or end of their regular work shift.

I. During the term of this agreement, the State agrees to apply any future increase to business and travel expenses for excluded employees to Unit 13 employees.

J. **Moving and Relocation Expenses**

Whenever an employee is reasonably required by the State to change his/her place of residence, the State shall reimburse the employee for approved items in accordance with the lodging, meal, and incidental rates and time frames established in section 15.1, and in accordance with existing requirements, time frames and administrative rules and regulations for reimbursement of relocation expenses that apply to excluded employees.

15.2 Overtime Meal Allowance

- A. An overtime meal allowance of up to eight dollars (\$8) may be provided only when an employee is required to work two (2) consecutive hours prior to or two (2) consecutive hours after the regular work shift. To be eligible for an overtime meal allowance on a holiday or regular day off, employees must work the total number of hours of their regular work shift and work either two (2) consecutive hours prior to or two (2) consecutive hours after the start or end of their regular work shift.
- B. Department of Corrections and Rehabilitation
1. Overtime meal allowances are granted when an employee is required to work two (2) or more hours in excess of the number of hours worked in a regularly scheduled workday. If the employee is required to work for more extended periods of time, he/she may be allowed to gain an additional meal allowance for each additional six (6) hour period. No more than three (3) overtime meal allowances will be claimed during any twenty-four (24) hour period. Overtime must be through the approved procedure.
 2. Unit 13 employees shall be provided an overtime meal ticket with the date of issue and time recorded on the meal ticket. The value of the meal ticket shall be eight dollars (\$8). Employees issued meal tickets may receive reimbursement for the meal ticket attached to a State Form 262, Travel Expense Claim, without receipts. The form must be submitted within one hundred twenty (120) calendar days of issuance using the date on the meal ticket. The Form 262 shall be paid within sixty (60) days of the date of submission.
 3. The State shall issue the meal ticket on the day in which it is earned.
 4. Employees in assignments which do not allow the State to provide a meal ticket shall submit a Form 262 that provides the dates and times they worked the overtime to receive the eight dollar (\$8) reimbursement for overtime meal allowances earned. The form must be submitted within one hundred twenty (120) calendar days of issuance using the date on the meal ticket. The Form 262 shall be paid within sixty (60) days of the date of submission.
- C. Department of Transportation (Caltrans)

Caltrans employees whose regular workday has been extended by two (2) or more hours shall receive an eight dollar (\$8) overtime meal allowance without receipts unless the State provides a meal. Employees are eligible for a second overtime meal in a day provided they work an additional six (6) overtime hours after qualifying for the first overtime meal. No overtime meal allowance will be paid to employees who are working overtime on a regular day off unless they

work two (2) or more hours in excess of the number of hours worked on their regularly scheduled workdays.

No in lieu meal allowance shall be paid to employees for call back work unless the employees actually work two (2) or more hours contiguous to their normal workday.

Caltrans employees who are on travel status and are being reimbursed for meals in accordance with CalHR rules and PML #2016-010 will not receive a meal at State expense nor be reimbursed for overtime meals.

15.3 Water and Wastewater Plant Operator Certification

- A. Each department will reimburse a permanent employee for the cost of filing, examination, and continuing education units (CEU) associated with securing the employee's water and/or wastewater plant operator certification.
- B. An employee may request time to prepare for the water and/or wastewater plant operator certification during regular work hours. Such requests shall not be unreasonably denied.
- C. An employee obtaining CEUs or taking an examination in order to secure the employee's water and/or wastewater plant operator certification may do so on the employee's regular workday or days, if required, provided the class or examination is held on a regularly scheduled workday for the employee.

ARTICLE 16 – SALARIES

16.1 Salaries

- A. Effective July 1, 2019, all BU 13 classifications shall be adjusted by increasing the maximum of the salary range by 2.75%. Employees at the old maximum salary range for a minimum of twelve (12) qualifying pay periods shall receive a 2.75% increase. Employees at the old maximum salary rate for less than twelve (12) qualifying pay periods shall receive a new salary anniversary date based on qualifying service. Qualifying service toward the twelve (12) qualifying pay periods shall be in accordance with CalHR Rules 599.682(b) and 599.687. All other employees shall retain their salary and merit salary anniversary date (MSA).
- B. Effective July 1, 2020, all BU 13 classifications shall be adjusted by increasing the maximum of the salary range by 3%. Employees at the old maximum salary range for a minimum of twelve (12) qualifying pay periods shall receive a 3% increase. Employees at the old maximum salary rate for less than twelve (12) qualifying pay periods shall receive a new salary anniversary date based on qualifying service. Qualifying service toward the twelve (12) qualifying pay periods shall be in accordance with CalHR Rules 599.682(b) and 599.687. All

other employees shall retain their salary and merit salary anniversary date (MSA).

- C. Effective July 1, 2021, all BU 13 classifications shall be adjusted by increasing the maximum of the salary range by 2.75%. Employees at the old maximum salary range for a minimum of twelve (12) qualifying pay periods shall receive a 2.75% increase. Employees at the old maximum salary rate for less than twelve (12) qualifying pay periods shall receive a new salary anniversary date based on qualifying service. Qualifying service toward the twelve (12) qualifying pay periods shall be in accordance with CalHR Rules 599.682(b) and 599.687. All other employees shall retain their salary and merit salary anniversary date (MSA).

16.2 Timely Payment of Wages

- A. The State agrees to provide for all active employees, timely payment of regular wages due on payday. In addition, following an employee's discharge, layoff, or resignation the employee shall be compensated for wages due consistent with applicable department and Controller's Office policies.
- B. Effective upon ratification of this Agreement by the Legislature, when a permanent full-time employee receives no pay warrant on payday, the State agrees to issue a salary advance, consistent with departmental policy and under the following conditions:
 - 1. When there are errors or delays in processing the payroll documents and the employee does not receive a check on payday, a salary advance will normally be issued within three (3) work days after payday for an amount close to the actual net pay (gross salary less deductions) in accordance with departmental policy.
 - 2. In the event that a revolving fund check is not issued within three (3) workdays as specified above, the employer will pay to the employee, five percent (5%) of the employee's base pay for that pay period, for each work day beyond the three (3) day grace period described in 1. above.
 - 3. The differences between the employee's net pay and the salary advance shall not be reconciled until after the Department receives the Controller's warrant for the pay period.
- C. Those employees on voluntary payroll deduction who experience extended problems receiving payroll warrants may request that an explanation be provided to payroll deduction creditor(s) by their departmental personnel office.
- D. This provision does not apply to those employees who are on non-industrial disability insurance leave, industrial disability leave, or who are receiving worker's compensation payments.

- E. Upon specific request of IUOE, the State will meet with IUOE regarding specific departmental issues of timely issuance of overtime payments, shift differentials, premium pay, or allowances.
- F. Upon request of the Union, any State agency shall meet with IUOE to evaluate its distribution of regular salary warrants. Any alternative method of distribution will be in accordance with State Administrative manual sections 8580.1 and 8580.2. Any lawful alternative method of salary warrant distribution may be discussed with IUOE.

16.3 Recovery of Overpayments

For purposes of overpayment, this Agreement supersedes Government Code section 19838.

A. Late Dock

1. This section applies only to employees on the “negative pay” system and only to regular pay issued through the negative pay process. It does not apply to permanent intermittent employees. It does not apply to any positive pay, such as, but not limited to: overtime, shift differential, skill pay, etc.
2. Whenever an employee is charged with late dock as defined by the State Controller’s Office (SCO) for the purpose of issuing salary through the negative payroll system, the State will issue the employee’s paycheck for that pay period as if no late dock occurred. This means that:
 - a. the employee will receive a regular pay warrant on pay day;
 - b. the employee will be overpaid, since the dock time will not have been deducted from the pay check; and
 - c. the employee’s pay will be adjusted for any dock time occurring before the cut off date (late docks occur on or after the cut off date established by SCO).
3. Employees who are overpaid because of operation of paragraph 2 above, will repay the State for their overpayment by an automatic payroll deduction from the first feasible pay check following the late dock procedure as detailed in paragraph 2. State agencies will notify each employee of overpayment and automatic payroll deduction via a standardized written notification to be attached to the employee’s paycheck in which the overpayment occurs. Notwithstanding this provision, departments shall not be precluded from making the automatic payroll deduction for repayment purposes if the required notification is not received at the time of the overpayment.

4. By implementing the provisions of this Agreement, departments will discontinue their practice of issuing a salary advance in lieu of a regular paycheck in order to avoid an overpayment due to a late dock.
5. Employees who separate from State service after receiving an overpayment because of operation of paragraph 2 above, will have their separation pay adjusted to repay the overpayment to the State.

B. Payroll/Time Keeping Errors

1. When the State determines an overpayment has been made to an employee, other than the late dock provision in section A. above, it shall notify the employee of the overpayment and afford the employee an opportunity to respond prior to commencing recoupment actions. The notification to the employee shall contain the following:
 - a. a detailed explanation of how the overpayment occurred;
 - b. the date(s)/pay period(s) in which the overpayment occurred;
 - c. a calculation showing the amount of the overpayment and adjustments for social security, Medicare, and retirement;
 - d. a proposed repayment plan; and
 - e. timeframe in which the employee must respond to the notification fifteen (15) days).
2. Reimbursement shall be made to the State through one of the following methods mutually agreed to by the employee and the State:
 - a. Installments through payroll deduction to cover at least the same number of pay periods in which the error occurred. When overpayments have continued for more than one (1) year, full payment may be required by the State through payroll deductions over the period of one (1) year. Nothing precludes the employer and the employee agreeing to a longer/shorter payment plan. When an overpayment is recovered from an employee's subsequent pay check(s), the Federal and State taxes of the impacted pay check(s) will be calculated after the gross payroll deduction amount is deducted from that paycheck(s).
 - b. The adjustment of appropriate leave credits or compensating time off, provided that the overpayment involves the accrual or crediting of leave credits (e.g., vacation, annual leave, excess, or holiday) or compensating time off. Any errors in sick leave balances may only be adjusted with sick leave credits.

- c. Cash payment or payments through agency collection process (only at the employee's request).

Absent mutual Agreement on a method of reimbursement, the State shall proceed with recoupment in the manner set forth in section B2a of this section.

- 3. An employee who is separated from employment prior to full repayment of the amount owed, shall have withheld from any money owing the employee, upon separation, an amount sufficient to provide full repayment. If the amount of money owing upon separation is insufficient to provide full reimbursement to the State, the State shall have the right to exercise any and all other legal means to recover the additional amount owed.
- 4. Amounts deducted from payment of salary or wages pursuant to the above provisions, except as provided in section B.3. above, shall in no event exceed twenty-five percent (25%) of the employee's net disposable earnings.
- 5. No administrative action shall be taken by the State pursuant to this section to recover an overpayment unless the action is initiated within three years from the date of overpayment.
- 6. In the event that a recovery action is taken to collect an overpayment that is not in compliance with 16.3 B of this of this section, the employer shall pay to the employee five percent (5%) of the employee's base pay for each pay period that the employer collects money from the employee in violation of this section.

16.4 Excess Time

Unit 13 employees receiving excess time shall be cashed-out once each calendar year based on excess time balances on the books as of October 1.

The time cashed-out will only be that which exceeds a sixteen (16) hour minimum. The employees shall receive their cash-out no later than November 15 of each year.

16.5 Bilingual Differential Pay

Bilingual Differential Pay applies to those positions designated by the Department of Human Resources as eligible to receive bilingual pay according to the following standards:

A. Definition of Bilingual Position for Bilingual Differential Pay:

- 1. A bilingual position for salary differential purposes may require the use of a bilingual skill on a continuing basis averaging at least ten percent (10%) of the time or less. Anyone using their bilingual skills ten percent (10%) or more of the time will be eligible whether they are using them in a conversational,

interpretation, or translation setting. In order to receive bilingual differential pay, the employee must be certified as qualified in accordance with CalHR policy, and must be assigned to a designated bilingual position by the using department. (Time should be an average of the time spent on bilingual activities during a given fiscal year.)

2. The position must be in a work setting that requires the use of bilingual skills to meet the needs of the public in either:
 - a. A direct public contact position;
 - b. A hospital or institutional setting dealing with patient or inmate needs;
 - c. A position utilized to perform interpretation, translation or specialized bilingual activities for the department and its clients.
3. Position(s) must be in a setting where there is a demonstrated client or correspondence flow where bilingual skills are clearly needed.
4. Where organizationally feasible, departments should ensure that positions clearly meet the standards by centralizing the bilingual responsibility in as few positions as possible.
5. Actual time spent conversing or interpreting in a second language and closely related activities performed directly in conjunction with the specific bilingual transaction will count toward the ten percent (10%) standards.

B. Rate:

1. An employee meeting the bilingual differential pay criteria during the entire pay period will receive a maximum one hundred dollars (\$100) per pay period, including holidays.
2. A monthly employee meeting the bilingual differential pay criteria less than the entire pay period would receive differential on a pro rata basis.
3. A fractional-month employee meeting the bilingual differential pay criteria would receive the differential on a pro rata basis.
4. An employee paid by the hour meeting the bilingual differential pay criteria would receive a differential of fifty-eight cents (\$.58) per hour.
5. An employee paid by the day meeting the bilingual differential pay criteria would receive differential of \$4.61 per day.

- C. Employees, regardless of the time base or tenure, who are in a position that their department has designated bilingual will receive the bilingual differential pay on a regular basis.

- D. Bilingual differential payments will become earnings and subject to contributions to the State Retirement System, OASDI, levies, garnishments, Federal and State taxes.
- E. Employees working in positions which qualify for regular bilingual differential pay as designated by the using department may receive the appropriate pay during periods of paid time off and absences (e.g., sick leave, vacation, holidays, etc.).
- F. Employees will be eligible to receive the bilingual differential payments on the using department designates the position bilingual. The effective date may be retroactive to the date of appointment to a position requiring bilingual skills when the appointment documentation has been delayed. The effective date may be retroactive up to sixty (60) days when the incumbent's duties are changed to include the use of bilingual skills.
- G. Bilingual salary payments will be included in the calculation of lump sum vacation, sick leave, and extra hour payments to employees terminating their State service appointment while on bilingual status.
- H. Employees will not receive bilingual salary compensation for overtime hours worked, except upon separation from State service, regardless of total hours during the pay period. Agencies may not include bilingual salary compensation when computing overtime rate.
- I. Employees receiving regular bilingual differential pay will have their transfer rights determined from the maximum step of the salary range for their class. Incumbents receiving bilingual pay will have the same transfer opportunities that other class incumbents are provided.
- J. The bilingual differential pay should be included in the rate used to calculate temporary disability, industrial disability, and non-industrial disability leave benefits.

16.6 Recruitment and Retention for Avenal, Chuckawalla, Ironwood, Centinela, Calapatria, High Desert, and Pelican Bay State Prisons; R.J. Donovan Correctional Facility; California Correctional Center; and Sierra Conservation Center

- A. Unit 13 employees who are employed at Avenal, Chuckawalla, Ironwood, Centinela, Calapatria, High Desert, or Pelican Bay State Prisons; the R.J. Donovan Correctional Center; the California Correctional Center; or the Sierra Conservation Center, in the Department of Corrections and Rehabilitation, for twelve (12) consecutive qualifying pay periods as of January 1, 1993, shall be eligible for a recruitment and retention bonus of two thousand six hundred dollars(\$2,600), payable thirty (30) days following the completion of every twelve (12) consecutive qualifying pay periods worked excluding overtime during the twelve (12) consecutive qualifying pay periods.

- B. If an employee voluntarily terminates, transfers, or is discharged prior to completing twelve (12) consecutive pay periods at Avenal, Chuckawalla, Ironwood, Centinela, Calapatria, High Desert, or Pelican Bay State Prison; R. J. Donovan Correctional Facility; California Correctional Center; or Sierra Conservation Center, there will be no pro rata payment for those months at either facility.
- C. If an employee is mandatorily transferred by the department, he/she shall be eligible for a pro rata share for those months served.
- D. If an employee promotes to a different facility or department other than Avenal, Chuckawalla, Ironwood, Centinela, Calapatria, High Desert, or Pelican Bay State Prison; R. J. Donovan Correctional Facility; California Correctional Center; or Sierra Conservation Center prior to completion of the twelve (12) consecutive qualifying pay periods, there shall be no pro rata of this recruitment and retention bonus.
- E. Part-time and intermittent employees shall receive a pro rata share of the annual recruitment and retention differential based on the total number of hours worked excluding overtime during the twelve (12) consecutive qualifying pay periods.
- F. Annual recruitment and retention payments shall not be considered as compensation for purposes of retirement contributions.
- G. It is understood by the Union that the decision to implement or not implement annual recruitment and retention payments or to withdraw authorization for such payments or differentials, and the amount of such payments or differentials, rests solely with the State and that such decision is not grievable or arbitrable.

16.7 Certified Backflow Tester Differential

- A. Full-time Unit 13 employees who are required to be certified as a Certified Backflow Tester and to possess the Backflow Tester certificate, as required by Department of Public Health, shall receive a monthly one hundred dollar (\$100) differential.
- B. Employing Departments will identify the positions requiring the certificates identified in A. above. Assignment of employees to Backflow Testing duties shall be at the employer's discretion and may not be grieved or arbitrated.
- C. An employee whose required certificate identified in A. above is revoked or not renewed for any reason, or who is not performing the required duties, will cease to be eligible for the differential as described above.
- D. The employer will reimburse the employee for filing, examination, and renewal fees associated with obtaining the appropriate Backflow Tester certificate provided:
 - 1. the employee is in a position requiring a Backflow Tester certificate, and

2. the employee is authorized in advance by the immediate supervisor to take the exam or renew the certification, and
 3. The employee successfully passes the required examination and is issued the certificate.
- E. Employees in classes which require a Backflow Tester certificate, as a minimum qualification, are not eligible for this differential.
- F. Less than full-time employees shall receive the Backflow Tester differential on a pro rata basis.

16.8 Salary Survey

The State and IUOE BU 13 shall jointly conduct a salary survey of private and public sector jurisdictions in California and comparable trade rates for Unit 13 classification, utilizing the Stationary Engineer classification as the bench mark.

The survey will include:

California State University	Building Owners and Managers Association of San Francisco and IUOE, Local 39.
City of Los Angeles	Building Owners and Managers Association of Greater Los Angeles and IUOE, Local 501.
San Francisco City/County	Kaiser Foundation Hospitals, Southern California and IUOE, Local 501.
Sacramento County	Kaiser Permanente, Kaiser Foundation and IUOE, Local 39.

The State and Union agree to meet 90 days before expiration of this Contract to reach mutual agreement as to the classification(s) which are comparable within the identified survey entities above, to the State's Stationary Engineer and Water and Sewage Plant Supervisor classification. The results of this survey may be used for negotiations of future agreements.

16.9 Water/Wastewater Treatment Plant Operator (Chief Plant Operator) Differential

- A. Full-time Unit 13 employees who are designated Chief Plant Operator and are required to be certified and possess a Water and/or Wastewater Treatment Plant Operator certificate as required by the Water Resources Control Board and/or Department of Public Health shall receive a five percent (5%) differential each month.

- B. Employing departments will identify the positions requiring a certificate identified in A. above. Assignment of employees to serve as Chief Plant Operator shall be at the employer's discretion and may be grieved only up to the Department Director level.
- C. An employee whose required certificate identified in A. above is revoked or not renewed for any reason or is not performing the required duties, will cease to be eligible for the differential as described above.
- D. The employer will reimburse the employee for training, filing, examination, and renewal fees associated with obtaining the appropriate Water and/or Wastewater Treatment Plant Operator certificate provided:
 1. The employee is in a position designated Chief Plant Operator and is required to possess a Water and/or Wastewater Treatment Plant Operator certificate.
 2. The employee is authorized in advance by the immediate supervisor to take the exam or renew the certification, and
 3. The employee successfully passes the required examination and is issued the certificate.
- E. Less than full-time employees shall receive the Water and/or Wastewater Treatment Plant Operator (Chief Plant Operator) differential on a pro rata basis.
- F. Effective January 1, 2007, the employees in the classes of 6191 Water and Sewage Plant Operator, 6723 Water and Sewage Plant Supervisor, 5067 Water and Sewage Plant Supervisor (Angel Island), 6724 Water and Sewage Plant Supervisor, Correctional Facility, who are eligible for this differential shall receive an additional 1% (one percent) for a total of six percent (6%) each month.

16.10 Differential

For full-time BU 13 employees in the following classifications:

Class Code	Description
6191	Water & Sewage Plant Operator
6723	Water & Sewage Plant Supervisor
5067	Water & Sewage Plant Supervisor (Angel Island)
6724	Water & Sewage Plant Supervisor, Correctional Facility

- A. Effective July 1, 2014 and following Union ratification of this Agreement and upon approval of funding by the Legislature, employees listed in the above classifications who possess a valid State of California Wastewater and/or Water

Treatment Certification at the level of Grade II issued by the State Water Resources Control Board and/or California Department of Public Health shall receive a two percent (2%) differential each month.

- B. Effective January 1, 2007, the employees listed in the above classifications who possess a valid State of California Wastewater and/or Water Treatment Certification at the level of Grade III or above issued by the State Water Resources Control Board and/or California Department of Public Health shall receive a four percent (4%) differential each month.
- C. After January 1, 2007, any employees in the above listed classifications who obtain a valid Grade III or above State of California Wastewater and/or Water Treatment Certification and work in a level III or above Water and/or Wastewater Treatment Plant shall receive the four percent (4%) differential each month.
- D. After January 1, 2007, when a department determines that there is a need in a level II or below Water and/or Wastewater Treatment Plant for an employee in the above listed classifications with a valid Grade III or above State of California Wastewater and/or Water Treatment Certification the eligible employee shall receive the four percent (4%) differential each month.
- E. No eligible employee shall receive more than one of the above differentials in any pay period.
- F. This article is grievable only up to the Department of Human Resources level.
- G. Any employee whose required certificate is revoked or not renewed for any reason will cease to be eligible for the differential described above.

16.11 Recruitment and Retention, Greater Bay Area

- A. Effective July 1, 2019, and upon ratification of this agreement, Unit 13 employees who are designated a headquarters and work in the the greater Bay Area shall be eligible for a recruitment and retention differential of 5% of their base pay for each qualifying pay period as defined in CalHR Rule. The Great Bay Area includes the following counties: Alameda, Contra Costa, Marin, Monterey, Napa, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma.
- B. Part-time and intermittent employees shall receive this differential on a pro rata basis.
- C. Annual recruitment and retention payments shall not be considered as compensation for purposes of retirement contributions.
- D. It is understood by the Union that the decision to implement or not implement recruitment and retention payments or to withdraw authorization for such

payments or differentials, and the amount of such payments or differentials, rests solely with the State and that such decision is not grievable or arbitrable.

16.12 EPA Section 608 Technician Certification Differential

Employees who are required to maintain an EPA Section 608 Technician Certification shall receive a \$100 per month differential.

16.13 Caltrans Commercial Driver's License Differential

Permanent full-time employees in the Operator Tunnels and Tubes classification who are employed by the California Department of Transportation (Caltrans) and assigned to a position that is assigned to regularly operate vehicles which require an employee to maintain a Class A or B driver's license shall receive a \$200 per month differential.

16.14 Plant Experience Recruitment and Retention Differential

- A. Effective July 1, 2019, all BU 13 employees who meet the service criteria listed below shall be eligible for the Plant Experience Recruitment and Retention Differential based on the following schedule:
 - 1. Seven (7) consecutive years of service at a single plant shall receive 5% of base salary. This amount shall be subject to retirement contributions.
 - 2. Ten (10) consecutive years of service at a single plant shall receive 7% of base salary. This amount shall be subject to retirement contributions.
 - 3. Thirteen (13) consecutive years of service at a single plant shall receive 9% of base salary. This amount shall be subject to retirement contributions.
- B. A plant shall be defined in accordance with Addendum B (Plants – Shift/Job Assignments).
- C. The above percentages are non-cumulative (i.e., an employee who has 13 consecutive years at a single plant shall only be eligible for 9%, and not the cumulative total of 5%, 7%, and 9%).
- D. Employees subjected to a mandatory move through no fault of their own, such as layoff and layoff mitigation, shall retain the consecutive years of experience from the former plant that resulted in a mandatory movement as time worked in new plant for the purpose of calculating consecutive years of experience.

ARTICLE 17 – DURATION

17.1 Duration

- A. The terms of this Agreement shall go into effect on July 1, 2019, and upon ratification by both the Legislature and the Union's membership and upon

approved funding by the Legislature, unless specified elsewhere in the MOU, and remain in full force through June 30, 2022.

- B. In the six-month period prior to the expiration date of this Agreement, the complete Agreement will be subject to renegotiation.

ARTICLE 18 – CONTRACT PROTECTION – CONTINUOUS APPROPRIATIONS

18.1 Continuous Appropriations

The State and the IUOE agree to present to the Legislature as part of the MOU bill a provision to continuously appropriate funds to cover the economic terms of this agreement through June 30, 2022. This will maintain employee salaries and benefits in case of an untimely budget.

ADDENDUMS AND ATTACHMENTS

Addendum A – Post and Bid Form

BARGAINING UNIT 13 POST AND BID FORM

CURRENT CLASSIFICATION:			
EMPLOYEE NAME: (Please print)		SOCIAL SECURITY NUMBER (last 4 digits only):	
CURRENT FACILITY:		WORK TELEPHONE NUMBER:	
CURRENT WORK SCHEDULE:		MY PRESENT SHIFT IS:	
MY CURRENT SUPERVISOR IS:			
SUPERVISOR'S TELEPHONE NUMBER			

I am interested in changing my (check appropriate box)::

WORK SCHEDULE to:	(Any/All) <input type="checkbox"/>	or Specify
SHIFT to:	(Any/All) <input type="checkbox"/>	or Specify
ASSIGNMENT to:	(Any/All) <input type="checkbox"/>	or Specify

(Attach additional sheets of paper if needed)

I am interested in the following location(s)

1.	3.
2.	4.

(Attach additional sheets of paper if needed)

As of the date of this bid, I certify that I am a full-time permanent employee (having successfully completed my probationary period).

EMPLOYEE SIGNATURE DATE

FOR EMPLOYER COMPLETION

The State hereby acknowledges receipt of this request. (Date request received: _____)

_____	_____	_____	_____
Name	Title	Phone Number	Date copy Returned to Employee

Addendum B - Plants - Shift/Job Assignments

The following are plants to be used for shift or job assignments.

California Highway Patrol Academy

California State Fair

Caltrans

District 01

District 02

District 03

District 04

District 05

District 06

District 07

District 08

District 09

District 10

District 11

Headquarters Lab

Tunnels & Tubes

(Caldecutt Tunnel/Posey Tube)

Department of Corrections and Rehabilitation – Each institution

Department of General Services

Sacramento

Fresno

San Francisco

Los Angeles

San Jose

Van Nuys

Santa Rosa

Santa Ana

Oakland

San Bernardino/Riverside

Stockton

San Diego

Redding

Department Of Public Health

Berkeley

Department of Corrections and Rehabilitation

Southern Reception Center

Northern Reception Center

Fred C. Nelles School for Boys

El Paso Robles School

Ventura School for Girls

Youth Training School

Northern California Youth Center

Developmental Services

Canyon Springs

Frank D. Lanterman State Hospital

Sonoma State Hospital

Porterville State Hospital

Fairview State Hospital

Education

Diagnostic School for Handicapped Children NC

Diagnostic School for Handicapped Children SC

School for Deaf (Fremont)

School for Deaf (Riverside)

State Hospitals

Coalinga State Hospital

Atascadero State Hospital

Napa State Hospital

Metropolitan State Hospital

Patton State Hospital

Museum of Science and Industry

Parks and Recreation – each district

Veterans Affairs

Yountville

Barstow

Fresno

Redding

Chula Vista

Lancaster

Ventura

West Los Angeles

For any agency not listed above, the “plant” shall be deemed to be “Statewide.” It is agreed that if during the terms of this Agreement the State wishes to modify this listing or redefine the “plant,” the State will; (a) notice the Union, (b) meet and confer if requested by the Union, and (c) when Agreement is reached, such Agreement will be incorporated as part of this Contract.

Addendum C - Holiday Compensation Chart

Full-time and Part-time Employees

TIME BASE	HOLIDAY COMPENSATION IN
Full-time	8.00 *
1/5	1.60
2/5	3.20
3/5	4.80
4/5	6.40
1/8	1.00
1/4	2.00
3/8	3.00
1/2	4.00
5/8	5.00
3/4	6.00
7/8	7.00
1/10	0.80
3/10	2.40
7/10	5.60
9/10	7.20

Intermittent Employees

HOURS ON PAY STATUS DURING PAY PERIOD	HOLIDAY COMPENSATION IN HOURS FOR EACH HOLIDAY
0 – 10.9	0
11 – 30.9	1
31 – 50.9	2
51 – 70.9	3
71 – 90.9	4
91 – 110.9	5
111 – 130.9	6
131 – 150.9	7
151 or over	8*

*An employee can only accrue up to 8 hours of holiday credit per holiday.

Salary Schedule
(as of July 2019)

Classification Title	Schem Code	Class Code	Alternate Range	Min. Salary	Max. Salary
CHIEF ENGINEER I	QC20	6698	A	\$6,519.00	\$7,034.00
CHIEF ENGINEER I	QC20	6698	B	\$7,168.00	\$7,735.00
MAINTENANCE WORKER, TUNNELS AND TUBES	QC80	6710		\$4,624.00	\$4,989.00
OPERATOR TUNNELS AND TUBES	QC70	6707		\$5,570.00	\$6,010.00
STATIONARY ENGINEER	QC41	6712	A	\$5,911.00	\$6,377.00
STATIONARY ENGINEER	QC41	6712	A	\$34.10	\$36.79
STATIONARY ENGINEER	QC41	6712	B	\$6,501.00	\$7,014.00
STATIONARY ENGINEER	QC41	6712	B	\$37.51	\$40.47
STATIONARY ENGINEER (CORRECTIONAL FACILITY)	QC42	6713		\$6,501.00	\$7,014.00
STATIONARY ENGINEER (CORRECTIONAL FACILITY)	QC42	6713		\$37.51	\$40.47
STATIONARY ENGINEER APPRENTICE (FOUR-YEAR PROGRAM)	QC43	6717	A	\$3,842.00	\$4,146.00
STATIONARY ENGINEER APPRENTICE (FOUR-YEAR PROGRAM)	QC43	6717	B	\$4,137.00	\$4,460.00
STATIONARY ENGINEER APPRENTICE (FOUR-YEAR PROGRAM)	QC43	6717	C	\$4,435.00	\$4,786.00
STATIONARY ENGINEER APPRENTICE (FOUR-YEAR PROGRAM)	QC43	6717	D	\$4,733.00	\$5,106.00
STATIONARY ENGINEER APPRENTICE (FOUR-YEAR PROGRAM)	QC43	6717	E	\$5,025.00	\$5,419.00
STATIONARY ENGINEER APPRENTICE (FOUR-YEAR PROGRAM)	QC43	6717	F	\$5,321.00	\$5,742.00
STATIONARY ENGINEER APPRENTICE (FOUR-YEAR PROGRAM)	QC43	6717	G	\$5,615.00	\$6,057.00
STATIONARY ENGINEER APPRENTICE (FOUR-YEAR PROGRAM)	QC43	6717	H	\$4,229.00	\$4,563.00
STATIONARY ENGINEER APPRENTICE (FOUR-YEAR PROGRAM)	QC43	6717	I	\$4,554.00	\$4,914.00
STATIONARY ENGINEER APPRENTICE (FOUR-YEAR PROGRAM)	QC43	6717	J	\$4,879.00	\$5,263.00
STATIONARY ENGINEER APPRENTICE (FOUR-YEAR PROGRAM)	QC43	6717	K	\$5,205.00	\$5,615.00
STATIONARY ENGINEER APPRENTICE (FOUR-YEAR PROGRAM)	QC43	6717	L	\$5,525.00	\$5,963.00
STATIONARY ENGINEER APPRENTICE (FOUR-YEAR PROGRAM)	QC43	6717	M	\$5,856.00	\$6,318.00
STATIONARY ENGINEER APPRENTICE (FOUR-YEAR PROGRAM)	QC43	6717	N	\$6,180.00	\$6,667.00
WATER AND SEWAGE PLANT OPERATOR, DEPARTMENT OF FORESTRY AND FIRE PROTECTION (SAFETY)	QD05	6191		\$6,501.00	\$7,014.00
WATER AND SEWAGE PLANT SUPERVISOR	QD10	6723	A	\$5,911.00	\$6,377.00
WATER AND SEWAGE PLANT SUPERVISOR	QD10	6723	B	\$6,501.00	\$7,014.00
WATER AND SEWAGE PLANT SUPERVISOR -CORRECTIONAL FACILITY-	QD15	6724		\$6,501.00	\$7,014.00

Signature Page (To be added)