

**DEPARTMENT OF PERSONNEL ADMINISTRATION  
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT  
FOR BARGAINING UNIT 8**

**Exclusive Employee Representative:  
CDF Firefighters (CFFF)**

**Number of Employees:** Approximately 4,739 full-time equivalents

**I. Compensation**

***Personal Leave Program (PLP 2012)***

- Effective July 1, 2012, the Personal Leave Program (PLP 2012) will apply to BU 8 employees. This program reduces pay equal to 8 hours per month, or approximately 4.75% in exchange for a day off each month. This program shall remain in effect for 12 consecutive pay periods. The policy for the administration of the PLP 2012 program in relation to CFFF is contained in this agreement.

**II. Retirement**

- The contract extension does not change the party's legal rights with respect to any statutory or constitutional changes affecting pensions.

**III. Expire July 1, 2013**

- Article 20.1, Contract Protections. 20.1 includes the following:

20.1.1- If any other State bargaining unit(s) enter(s) into an agreement with the State that does not have Pension Reform or provides a greater value/total compensation package than this agreement does, taking into account all "takeaways" or enhancements/"sweeteners", Unit 8 members shall receive the difference between the packages/agreements, notwithstanding bona fide litigation matters, such as future court decisions, arbitration settlements and legislative changes. Upon occurrence of such an event, the parties shall meet to discuss the differences and an implementation plan. Only after such discussions and without a mutual agreement may the Union file a grievance.

20.1.2- The term of this article/section shall not apply to successor agreements reached or to agreements that are part of the "group of four" (i.e., units 5, 8, 18, and 19).

20.1.3- Due to the savings achieved through this contract, the State will not implement a new furlough program during the term of this contract ending July 1, 2013.

- Side Letter #13, Most Favored Nations, shall expire on July 1, 2013.

#### **IV. Miscellaneous**

- Most Favored Nations only applies to the twelve consecutive months following implementation of the PLP 2012.
- With the signing of this agreement, the parties agree that this Side Letter supersedes anything in conflict with the current MOU, which expires on July 1, 2017. All other provisions of the MOU shall remain in full force and effect for the duration of the agreement.
- The union shall have the option of reopening this MOU for the purposes of increases only, beginning July 1, 2013 - June 30, 2016.
- The parties agree that during the final year of the MOU, commencing July 1, 2016, either party has the right to reopen for monetary items.

#### **V. Duration**

- Contract term was to expire July 2, 2013 but was extended to July 1, 2017.
- Term of the PLP 2012 will be July 1, 2012 – June 30, 2013.

#### **VI. Fiscal**

- FY 2012/13 Savings Total: \$21.9 Million  
General Fund = \$14.6 Million and Other Funds = \$7.3 Million

#### **VII. Agreement**

- The complete Tentative Agreement between the State and CDFP is posted at: <http://www.dpa.ca.gov/bargaining/contracts/index.htm>