

CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF COLLECTIVE BARGAINING AGREEMENTS FOR BARGAINING UNIT 12

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

Number of Employees: Approximately 10,778 full-time equivalents

General Provisions:

I. Health Benefits

Employer Contribution for Active State Employees

- Effective the pay period following ratification, the state's monthly health benefit contribution for each employee shall continue to be a flat dollar amount equal to 80 percent of the weighted average of the basic health benefit plan premiums of the four largest enrolled basic health plans. For each employee with enrolled family members, the employer shall continue to contribute an additional flat dollar amount equal to 80 percent of the weighted average of the additional premiums. The flat dollar amounts shall be increased as appropriate pursuant to the formulas on January 1, 2017, January 1, 2018, January 1, 2019, and January 1, 2020.

Employer Contribution for Future Retirees

- Employees first hired on or after January 1, 2017, will receive an employer contribution for retiree health benefits based on an "80/80" formula. Retirees and their dependents enrolled in a basic health benefit plan will receive an employer contribution equal to 80 percent of the weighted average premium of the four largest basic health benefit plans based on state active employee enrollment. Retirees and their dependents enrolled in a Medicare health benefit plan will receive an employer contribution equal to 80 percent of the weighted average premium of the four largest Medicare health benefit plans based on state retiree enrollment.

Prefunding of Other Post-Employment Benefits

- Beginning on July 1, 2013, Bargaining Unit (Unit) 12 members started the process of prefunding their retiree healthcare by contributing 0.5 percent of their base salary. The state and Unit 12 members will now both prefund retiree healthcare with the goal of reaching 50 percent cost sharing of actuarially determined total normal cost for employer and employees by July 1, 2020. The state and employees will each make the following contributions:

1. Effective July 1, 2017, 1.5 percent of pensionable compensation.
2. Effective July 1, 2018, an additional 1.0 percent for a total of 2.5 percent of pensionable compensation.
3. Effective July 1, 2019, an additional 1.0 percent for a total of 3.5 percent of pensionable compensation.
4. Effective July 1, 2020, an additional 1.1 percent for a total of 4.6 percent of pensionable compensation.

Post-Employment Dental Vesting Schedule

- All employees first hired by the state on or after January 1, 2017, will be subject to an extended vesting schedule providing 50 percent of the employer contribution upon completion of 15 years of state service, increasing 5 percent for each additional year of service, until the employee is 100 percent vested at 25 years of state service.

Medicare Part B Supplemental Benefit

- All employees first hired on or after January 1, 2017, will no longer be eligible to use the employer contribution for a retiree health benefit plan for Medicare Part B premiums.

II. Compensation

General Salary Increase (GSI)

- Effective January 1, 2017, Unit 12 employees shall receive a three and a half percent (3.5%) GSI.
- Effective July 1, 2017, Unit 12 employees shall receive a three and a half percent (3.5%) GSI.
- Effective July 1, 2018, Unit 12 employees shall receive a three and a half percent (3.5%) GSI.
- Effective July 1, 2019, Unit 12 employees shall receive a three and a half percent (3.5%) GSI.

Special Salary Adjustments

- Effective January 1, 2017, and July 1, 2017, Unit 12 employees in specified Heavy Equipment Mechanic and Bodyworker/Painter classifications shall receive special salary adjustments of five percent (5%).

- Effective January 1, 2017, Unit 12 employees in specified Electrician classifications shall receive a special salary adjustment of five percent (5%).
- Effective January 1, 2017, and July 1, 2017, Unit 12 employees in specified Telecommunications Technician classifications shall receive special salary adjustments of five percent (5%).
- Effective July 1, 2017, and July 1, 2018, Unit 12 employees in specified Tree Maintenance, Structural Steel Painter, Plumber and Locksmith classifications shall receive special salary adjustments of two percent (2%), and effective July 1, 2019 a special salary adjustment of one percent (1%).

Uniform Allowance

- Effective January 1, 2017, increases the uniform reimbursement from \$470 to \$670 for employees that work for the Department of Parks and Recreation or the California Department of Forestry and Fire Protection (Article 12.8 & 12.9).
- Effective April 1, 2017, provides an annual footwear allowance of \$82 for eligible permanent full-time employees that work for the California Department of Corrections and Rehabilitation (CDCR) or the California Highway Patrol (Article 4.3).

III. Miscellaneous

- Removes the requirement that a new employee must work one year before receiving the full employer health contribution for dependents (Article 3.1).
- Effective May 1, 2017, and depending on the availability of departmental funds, increases the amount of leave that can be cashed out each year from 20 hours to 80 hours (Article 10.17).
- Incorporates the Wounded Warriors Transitional Leave Act (Chap. 794, Stat. of 2015) which provides up to 96 hours of additional sick leave for an employee hired on or after January 1, 2016, who is a military veteran with a service-connected disability rated 30 percent.
- Effective upon ratification, the lodging reimbursement rate shall increase from \$90 to \$110 for Marin County, from \$125 to \$140 for Alameda, San Mateo, and Santa Clara Counties, and from \$150 to \$250 for San Francisco (Article 12.1).
- Effective the pay period following ratification, increases the Overtime Meal Allowance from \$6.00 to \$8.00 for employees that work for Caltrans or CDCR (Article 12.2).

- Effective July 1, 2020, converts all Caltrans employees from a semi-monthly payroll cycle to a monthly payroll cycle and provides a one-time supplemental payment, not to exceed \$1,200 (Article 2.27).

IV. Duration

- July 1, 2015, through July 1, 2020

V. Fiscal

- Fiscal Year 2016-17: \$18.9 million (\$6.1 million General Fund)
- Total Incremental: \$179.8 million (\$57.7 million General Fund)
- Total Budgetary: \$580.8 million (\$186.7 million General Fund)

VI. Agreement

- The complete Tentative Agreement between the state and IUOE is posted at: [Bargaining Unit 12 Contract Webpage](#)