

# CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 19

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## **Exclusive Employee Representative: American Federation of State, County and Municipal Employees**

**Number of Employees:** Approximately 5,238 full-time equivalents

### **General Provisions:**

#### **I. Health Benefits**

##### ***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 July 1, 2017, the state and Bargaining Unit (Unit) 19 members will 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, 2019. The state and employees will each make the following contributions:
  1. Effective July 1, 2017, a total of 1.0 percent of pensionable compensation.
  2. Effective July 1, 2018, an additional 1.0 percent for a total of 2.0 percent of pensionable compensation.
  3. Effective July 1, 2019, an additional 1.0 percent for a total of 3.0 percent of pensionable compensation.

##### ***Post-Employment Health and Dental Benefit Vesting Schedule***

- All employees first hired 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, all Unit 19 represented classifications shall receive a three and a half percent (3.5%) GSI.
- Effective July 1, 2017, all Unit 19 represented classifications shall receive a three and a half percent (3.5%) GSI.
- Effective July 1, 2018, all Unit 19 represented classifications shall receive a two and a half percent (2.5%) GSI.
- Effective July 1, 2019, all Unit 19 represented classifications shall receive a two percent (2%) GSI.

### ***Special Salary Adjustments***

- Effective January 1, 2017, Unit 19 employees in Occupational Therapist, Senior Occupational Therapist, Physical Therapist I, Physical Therapist II, Speech Pathologist I and Speech Pathologist II classifications shall receive a special salary adjustment of ten percent (10%).
- Effective January 1, 2017, Unit 19 employees in Chaplain/Native American Spiritual Leader, Registered Dietitian, Pre-Registered Dietitian, Inspector Board of Pharmacy, Adoption Specialist, and Individual Program Coordinator/Safety classifications shall receive a special salary adjustment of five percent (5%).

### ***Miscellaneous Compensation Issues***

- Effective the first day of the pay period following ratification, adds Registered Dietitian, Physical Therapist, Occupational Therapist and Senior Occupational Therapist to the classifications that are eligible for the intern supervision differential (Article 7.17).
- Effective the first day of the pay period following ratification, the reimbursement for travel to attend conventions and gatherings required to maintain good standing in the Chaplain's denomination or faith group will increase from \$200 to \$240 (Article 12.10).

- Effective the first day of the pay period following ratification, the reimbursement for required Continuing Education Units will increase from \$200 to \$500 (Article 14.2).

### **III. Miscellaneous**

- Clarifies that when employees are called back within four hours of the beginning of their next scheduled shift, they will only get callback credit for the hours remaining before the beginning of their next scheduled shift (Article 6.2).
- Incorporated the Healthy Families Act of 2014 and the Wounded Warriors Transitional Leave Act (Article 9.2).
- Extended the time to use PLP 2010 and PLP 2012 to July 1, 2018 and added language which requires it to be used before any other leave, except sick leave (Article 9.15).
- Prohibits a furlough program or a mandatory Personal Leave Program during the first year of the agreement (Article 9.16).
- Effective May 1, 2017, and depending on availability of departmental funds, permits the cash out of up to 80 hours of leave per year (Article 9.19).
- Removes the requirement that a new employee must work one year before receiving the full employer health contribution for dependents (Article 10.1).
- Effective the pay period following ratification, the lodging reimbursement rates shall increase from \$125 to \$140 for Alameda, San Mateo and Santa Clara Counties, from \$150 to \$250 for San Francisco County, and from \$90 to \$110 for Marin County (Article 12.1).
- Requires the employer to provide a clean, laundered protective vest when an employee is required to wear a state-owned or leased-property protective vest (Article 13.2).
- Requires the employer provide notice of workspace relocation to the employee, except for specific types of moves (Article 17.6).
- Provides Chaplains with necessary religious articles and artifacts, in accordance with departmental policies, to perform their job duties (Article 17.8).

### **IV. Duration**

- July 1, 2016 through July 1, 2020

## **V. Fiscal**

- Fiscal Year 2016-17: \$12.6 (\$10.3 General Fund)
- Total Incremental Cost: \$92.2 (\$75.5 General Fund)
- Total Budgetary Cost: \$231.3 million (\$189.3 million General Fund)

## **VI. Agreement**

- The complete Tentative Agreement between the state and AFSCME is posted at: [Bargaining Unit-19 Contract Page](#)