

CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF COLLECTIVE BARGAINING AGREEMENTS FOR BARGAINING UNITS 1, 3, 4, 11, 14, 15, 17, 20 & 21

Exclusive Employee Representative:
Service Employees International Union (SEIU) Local 1000

Number of Employees: Approximately 96,608 full-time equivalents

General Provisions:

I. Health Benefits

Employer Contribution for Active State Employees

- The state's monthly benefit contribution for Bargaining Unit (Unit) 3 employees 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. Effective the first day of the pay period following ratification, the flat dollar amounts shall be adjusted as appropriate pursuant to the formulas on January 1, 2017, January 1, 2018, January 1, 2019, and January 1, 2020.

Prefunding of Other Post-Employment Benefits

- The state and SEIU members will prefund retiree healthcare with the goal of reaching 50 percent cost sharing of the 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, 2018, 1.2 percent of pensionable compensation.
 2. Effective July 1, 2019, an additional 1.1 percent for a total of 2.3 percent of pensionable compensation.
 3. Effective July 1, 2020, an additional 1.2 percent for a total of 3.5 percent of pensionable compensation.

II. Compensation

One-time Bonus

- Effective upon ratification, all eligible SEIU employees shall receive a one-time bonus of \$2,500.

General Salary Increase (GSI)

- Effective July 1, 2017, SEIU employees shall receive a four percent (4%) GSI.
- Effective July 1, 2018, SEIU employees shall receive a four percent (4%) GSI.
- Effective July 1, 2019, SEIU employees shall receive a three and a half percent (3.5%) GSI.

Special Salary Adjustments

- Effective July 1, 2017, employees in the following classifications shall receive a special salary adjustment of fifteen percent (15%):
 - Public Utilities Regulatory Analysts, Actuaries and Actuarial Assistants.
- Effective July 1, 2017, Licensed Vocational Nurses shall receive a special salary adjustment of eleven and a quarter percent (11.25%).
- Effective July 1, 2017, employees in the following classifications shall receive a special salary adjustment of five percent (5%):
 - Archivists, Aviation Safety Officers, Business Taxes Specialists, Environmental Planners, Financial Institutional Examiners, Historical Monument Guides, Insurance Examiners, Laboratory Assistants, Planners, Lottery District Sales Representatives, Program Specialists (Franchise Tax Board), Property Appraisers, Railroad Inspectors, Registered Nurses (Department of Education), Right of Way Agents, Tax Auditors, Tax Compliance Representatives, Transportation Operations Supervisors, Transportation Program Consultants, Workers Compensation Claims Adjusters, Workers Compensation Consultants, and Workers Compensation Insurance Representatives.
- Effective July 1, 2017, employees in the following classifications shall receive a special salary adjustment of three percent (3%):
 - Custodians and Dispatcher Clerks.
- Effective July 1, 2017, employees in the following classifications shall receive a special salary adjustment of two and a half percent (2.5%):
 - Correctional Case Records Analysts, Personnel Specialists, and Payroll Specialists.
- Effective July 1, 2017, Program Technicians shall receive a special salary adjustment of two percent (2%).

Miscellaneous Compensation Increases

- All Units (Excluding Unit 1) – Effective the first day of the pay period following ratification, the criteria for the Institutional Worker Supervision Pay Differential will be reduced from 173 to 120 hours per pay period (Article 11.22).
- All Units (Excluding Units 17 and 21) – Effective the first day of the pay period following ratification, the Overtime Meal Allowance for California Department of Corrections and Rehabilitation (CDCR) will increase from \$6.00 to \$8.00 (Article 12.8).
- All Units (Excluding Units 17 and 21) – Effective the first day of the pay period following ratification, the annual recruitment and retention incentive for Avenal, Ironwood, Chuckawalla Valley, Calipatria, and Centinela State Prisons shall increase from \$2,400 to \$2,600. This provision also establishes the same incentive for Pelican Bay, California Correctional Center, and High Desert State Prisons (Article 11.20).
- Unit 1 – Effective the first day of the pay period following ratification, Research Program Specialist III (Demography) will be eligible to receive Pay Differential 412 (Recruitment and Retention) (New Article).
- Unit 3 – Effective the first day of the pay period following ratification, the annual Coaching/Advisor pay differential shall be increased by varying amounts depending on the sport (Article 22.10.3).
- Unit 3 – Effective the first day of the pay period following ratification, the existing Academic Teacher/Vocational Instructor Salary Schedules for the Office of Correctional Education and the Division of Juvenile Justice shall be consolidated down to two schedules (Article 23.10 and 25.13).
- Unit 4 – Effective the first day of the pay period following ratification, expands the eligibility for the one hundred dollar (\$100) call center pay differential to include CalPERS Benefit Program Specialist Range A and B (Article 11.34.4).
- Unit 4 – Effective January 1, 2017, Library Technical Assistants (Safety) that are enrolled in a graduate program at a library school may receive up to forty-five hundred dollar (\$4,500) towards tuition reimbursement (New Article).
- Unit 11 – Effective the first day of the pay period following ratification, Structural Steel Inspectors shall receive special duty pay in the amount of ten dollars (\$10) per hour while engaged in activities requiring a fall protection harness (New Article).
- Unit 14 – Effective the first day of the pay period following ratification, Digital Print Operator II's shall receive a three percent (3%) pay differential while assigned as a lead, to operate the HP 1000 at the Office of State Printing (New Article).

- Unit 15 – Effective July 1, 2016, specific Cook classifications will be removed from Pay Differential 67 (Institutional Worker Supervision Pay) and have \$300 rolled into their base salary (New Article).
- Unit 17 – Effective the first day of the pay period following ratification, Health Facilities Evaluator Nurses that report to work in LA County shall receive a one hundred and sixty seven dollars (\$167) travel incentive per month (New Article).

Uniform and Footwear Allowance Increases

- Unit 11 – Effective the first day of the pay period following ratification, employees at Department of Transportation and the Department of Water Resources are now eligible to receive a \$100 footwear allowance per year, rather than every 18 months (Article 12.12.11).
- Unit 15 – Effective July 1, 2016, specified employees shall receive an annual safety footwear allowance of \$100 (Article 12.11.15).
- Unit 15 – Effective the first day of the pay period following ratification, the annual uniform allowance shall increase from \$450 to \$500 (Article 12.11.15).

III. Miscellaneous

- Establishes a Geographic Compensation Task Force with the goal of identifying and evaluating regional wage and cost issues (Article 5.XX).
- Effective May 1, 2017, and depending on the availability of departmental funds, employees may be eligible to cash out up to 80 hours of leave credits (Article 8.1).
- Effective the pay period following ratification, removes the requirement that a new employee must work one year before receiving the full employer health contribution for dependents (Article 9.1).
- Effective the pay period following ratification, state employees headquartered out-of-state that cannot enroll in a CalPERS sponsored Health Maintenance Organization plan may receive up to twelve hundred dollars (\$1,200) per year (Article 9.4).
- Establishes a joint study to examine the delivery of bilingual services to be completed by January 1, 2018 (Article 11.9).
- Effective the first day of the pay period following 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 County (Article 12.1).

- All Units (Excluding Unit 21) – Effective the pay period following ratification, time off for Jury Duty, Subpoenaed Witness, and Military Leave will be counted as time worked for purposes of calculating overtime (Article 19.2 and 19.2.17).
- Unit 1 – Establishes a Joint Labor Management Committee to provide a forum to discuss workload, overtime, safety issues, and the training for the Historical Monument Guide Classification (Article 5.XX.1).
- Unit 4 – Establishes an Upward Mobility Task Force with the goal of jointly reviewing, creating and recommending “best practices” in the common areas of Upward Mobility (Article 5.XX.4).
- Unit 17 and 20 – Establishes a task force to address the elimination/reduction of mandatory overtime for Registered Nurses, Licensed Vocational Nurses, and Certified Nursing Assistants (CNA) at CDCR, California Correctional Health Care Services, Department of Developmental Services, Department of State Hospitals, and Department of Veterans’ Affairs (New Article).
- Unit 20 – Reduces the number mandatory overtime shifts in a month from six to five, excluding CNAs employed by CDCR (Article 19.13.20 & 19.14.20).

IV. IV. Duration

- July 2, 2016 through January 1, 2020

V. V. Fiscal

- Fiscal Year 2016-17: \$261.5 million (\$112.3 million General Fund)
- Total Incremental: \$1,518.3 million (\$658.8 million General Fund)
- Total Budgetary: \$3,955.8 million (\$1,737.3 million General Fund)

VI. VI. Agreement

- The complete Tentative Agreement between the state and SEIU is posted at: [Contracts on CalHR Website](#)