

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT
FOR BARGAINING UNIT 13**

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

Number of Employees: Approximately 1,025 full-time equivalents

General Provisions

I. Retirement

Benefit Formula Calculation

- Effective after June 30, 2022, the employee contribution rates for State Safety retirement formulas shall have their contribution increased by one-half percent (0.5%) from eleven percent (11%) to eleven and one-half percent (11.5%) of monthly compensation over \$317 (Section 11.3).

II. Health Benefits

Employer Contribution for Active State Employees

- The state's monthly 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 adjusted as appropriate pursuant to the formulas on January 1, 2020, January 1, 2021, and January 1, 2022 (Section 10.1).

III. Compensation

Salary Increases (Section 16.1)

- Effective July 1, 2019, the maximum of the salary ranges of all IUOE represented classifications will be increased by two and three-quarter (2.75%) percent.
- Effective July 1, 2020, the maximum of the salary ranges of all IUOE represented classifications will be increased by three (3%) percent.
- Effective July 1, 2021, the maximum of the salary ranges of all IUOE represented classifications will be increased by two and three-quarter (2.75%) percent.

Miscellaneous Compensation

- Increases Night Shift Differential from \$1 to \$2 per hour; and Evening Shift from \$0.90 to \$1 per hour (Section 7.2).
- Extends the Apprenticeship Training Fund to a general training fund to include all training courses offered through IUOE (Section 13.2).
- Provides all Unit 13 employees boot reimbursement of \$82 each year or \$164 every two years for purchasing work boots (Section 15.4).
- Increases the annual Recruitment and Retention Differential from \$2,400 to \$2,600; and adds Pelican Bay, High Desert, and California Conservation Center state prisons (Section Article 16.6).
- Amends the current Wastewater and/or Water Treatment Plant (Chief Plant Operator) to receive this differential in addition to the Chief Plant Operator differential (Section 16.9).
- Expands the current Department of General Services San Francisco Facilities pay differential to include all departments that have employees headquartered in the Greater Bay Area (Alameda, Contra Costa, Marin, Monterey, Napa, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma counties); and changes the annual stipend of \$2,400 per year to five (5%) percent per month (Section 16.11).
- Provides a \$100 per month EPA Section 608 Technician Certification pay differential to employees required to maintain the certification (New Section).
- Provides a \$200 per month pay differential to Caltrans Tunnels and Tubes Operators required to maintain a Class A or B commercial driver's license (New Section).
- Provides a Plant Experience Recruitment and Retention Differential to employees with continuous plant experience as follows:
 - 7 years continuous plant experience provides five (5%) percent;
 - 10 years continuous plant experience provides seven (7%); and
 - 13 years continuous plant experience provides nine (9%) (New Section).

IV. Miscellaneous

- As a part of the annual leave cash out program, allows employees to defer leave accruals into 401k or 457 plans (Section 9.17).

- 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 thirty (30%) percent (Section 9.18).
- Eliminates Furlough Protection (Section 18.2).

V. Duration

- July 1, 2019 through June 30, 2022

VI. Fiscal

- Fiscal Year 2019-20: \$8.7 million (\$5.8 million General Fund)
- Total 4-Year Incremental Cost: \$17.3 million (\$11.4 million General Fund)
- Total 4-Year Budgetary Cost: \$56.0 million (\$37.1 million General Fund)

VII. Agreement

- The complete Tentative Agreement between the state and IUOE is posted at: <https://www.calhr.ca.gov/labor-relations/Pages/Unit-13-Stationary-Engineers.aspx>