

CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 2

Exclusive Employee Representative: California Attorneys, Administrative Law Judges and Hearing Officers in State Employment

Number of Employees: Approximately 4,275 full-time equivalents

General Provisions

I. Retirement

Employee Pension Contribution

- Effective July 1, 2020, the employee contribution rates for Safety A, Safety B, and PEPR State Safety retirement formulas shall increase from eleven percent (11%) to eleven and a half percent (11.5%) of monthly compensation over \$317. (Article 14.3)

II. Health Benefits

Employer Contribution for Active State Employees

- The state's monthly consolidated 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. (Article 11.1)

Improving Affordability and Access to Healthcare

- Effective July 1, 2019, all CASE employees enrolled in a CalPERS health plan will receive a monthly payment of two hundred and sixty dollars (\$260). (New Article 5.XX)

III. Compensation

General Salary Increase (GSI)

- Effective July 1, 2019, all CASE represented classifications shall receive a two and three quarter percent (2.75%) GSI. (Article 5.1)

IV. Miscellaneous

Cash out of Vacation/Annual Leave

- Effective, upon ratification of both parties, and depending on the availability of departmental funds, the amount of leave that can be cashed out each year shall increase from 80 hours to 160 hours. (Article 9.23)

V. Duration

- July 2, 2019 through July 1, 2020

VI. Fiscal

- Fiscal Year 2019-20: \$35.2 million (\$9.7 million General Fund)
- Total 2-Year Incremental Cost: \$36.0 million (\$9.9 million General Fund)
- Total 2-Year Budgetary Cost: \$60.2 million (\$16.6 million General Fund)

VII. Agreement

- The complete Tentative Agreement between the state and CASE is posted at: <https://www.calhr.ca.gov/labor-relations/Pages/Unit-02-Attorneys-and-Hearing-Officers.aspx>