

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

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## **Exclusive Employee Representative:**

Service Employees International Union (SEIU) Local 1000

**Number of Employees:** Approximately 100,254 full-time equivalents

## **General Provisions**

### **I. Retirement**

#### ***Employee Pension Contribution***

- Effective July 1, 2023, the employee contribution rates for Miscellaneous, Safety and Industrial members shall increase by one half percent (0.50%) over the current contribution levels. (Articles 17.1 and 17.4)

### **II. 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. The flat dollar amounts shall be adjusted as appropriate pursuant to the formulas on January 1, 2021, January 1, 2022, and January 1, 2023. (Article 9.1.3)

#### ***Improving Affordability and Access to Healthcare***

- Effective July 1, 2020, all SEIU employees enrolled in a CalPERS health plan will receive a monthly payment of two hundred and sixty dollars (\$260) per month. (New Article 11.1.x)

### **III. Compensation**

#### ***General Salary Increase (GSI) (Article 11.1)***

- Effective July 1, 2020, all SEIU employees shall receive a two and one half percent (2.5%) GSI.
- Effective July 1, 2021, all SEIU employees shall receive a two percent (2%) GSI.

- Effective July 1, 2022, all SEIU employees shall receive a two and one half percent (2.5%) GSI.

***Special Salary Adjustment (SSA)***

- Effective July 1, 2020, Corporation Examiners shall receive an SSA of approximately 10.25 percent (10.25%). (Article 11.1.1)
- Effective July 1, 2020, employees in the following classifications shall receive an SSA of five percent (5%) (Various sections within Article 11.1):
  - Insurance Rate Analysts, various State Auditors, Transportation Analysts, Information Technology, Driver Safety Hearing Officer, Personnel and Payroll Specialists, Environmental Planners, Right of Way Agents, Transportation Planners, Hearing Reporters, State Historians, Financial Institutions Examiners, Librarians, various teachers, Motor Vehicle Representatives, Senior Motor Vehicle Technicians, Control Cashiers, Laboratory Assistants, Habitat Specialists, various Engineering Associates, Graphic Designers, Digital Composition Specialists, Printing Operations Assistants and Planners, Beauty and Barbershop Managers, Bakers, Seamers, Public Health nurses, Nurse Evaluators, Health Services Specialists, Nurse Consultants, Night Attendants, Counselors, Teaching Assistants, Transportation Programs Consultant, and Education Consultants.

***Minimum Wage***

- The minimum hourly rate for all SEIU employees will be increased from thirteen dollars (\$13) to fifteen dollars (\$15) per hour on July 31, 2020. (New Article 11.1.x)
- Various classifications will receive an SSA on July 31, 2020, to address compaction concerns as a result of minimum wage increasing from thirteen dollars (\$13) to fifteen dollars (\$15) per hour. (New Article 11.x)

***Miscellaneous Compensation Increases***

**All Units**

- Effective July 1, 2020, a new geographic pay differential of two hundred and fifty dollars (\$250) per month will be provided to all SEIU employees working in Santa Barbara, Santa Cruz, San Luis Obispo or Orange County. (New Article 11.xxxx)
- Effective the pay period following ratification, the Bilingual Pay Differential will be increased from one hundred dollars (\$100) per month to two hundred dollars (\$200) per month. (Article 11.9)

- Effective the pay period following ratification, the Commute Program Reimbursements will be increased by thirty five dollars (\$35) per month. (Article 12.4)

#### **Unit 1**

- Effective September 1, 2019, the personnel and payroll specialist geographic pay differential (Pay Differential 211) will be expanded to include employees working in Alameda County. (New Article 11.xx)
- Effective July 1, 2020, the PERS and STRS performance and recognition pay differential will be expanded to include the Investment Officer II classification. (Article 11.29.1)

#### **Units 1 and 4**

- Effective January 1, 2020, Correctional Case Records Analysts and Technicians will be eligible to receive an annual recruitment and retention pay differential of twenty four hundred dollars (\$2,400). (New Article 11.xx)

#### **Unit 4**

- Effective the pay period following ratification, all of the call center pay differentials will be increased from one hundred dollars (\$100) per month to one hundred and fifty dollars (\$150) per month. (Various Articles in Section 11)

#### **Unit 17**

- Effective July 1, 2020, Registered Nurses working for the State Special Schools will receive a five percent (5%) recruitment and retention pay differential. (Article 11.1.17)

### **IV. Miscellaneous**

- Establishes a Joint Task Force to make recommendations regarding civil service classifications that may be affected by new and emerging technologies and possible training/education or apprenticeship programs to ensure a viable workforce for the future. (Article 5.x)

#### **Unit 3**

- Clarified retirement options for new eligible Unit 3 employees to choose either CalPERS or CalSTRS retirement consistent with current statutes (Chapter 838, Statutes of 1997). (Article 17.12.3)
- Recognizes academic credits earned through California Commission on Teacher Credentialing (CCTC) to be considered for salary advancement. Strengthens the need for continuing education and trade experience in more than a singular academia. (Article 23.11.3)

## **Unit 15**

- Provides protection to employees by not being mandated overtime on their pre-approved time off and limits the number of continuous hours of work to 16 hours in a 24-hour period. (Article 19.13.15)

## **Unit 17**

- Commitment to reduce mandated overtime with first reduction occurring January 1, 2020, and further reductions by no later than July 1, 2022. (Article 19.14)

## **Unit 20**

- Commitment to reduce mandated overtime with first reduction occurring January 1, 2020 and further reductions by no later than July 1, 2022. (Article 19.14.20)
- Extends continuing education leave for Medical Assistant classification consistent with their license/certification requirements. (Article 8.28.20)

## **V. Duration**

- January 2, 2020 to June 30, 2023

## **VI. Fiscal**

- Fiscal Year 2019-20: \$13.4 million (\$7.0 million General Fund)
- Total 5-Year Incremental: \$1,143 million (\$467.2 million General Fund)
- Total 5-Year Budgetary: \$3,855 million (\$1,567 million General Fund)

## **VII. Agreement**

- The complete Tentative Agreement between the state and SEIU is posted at: <https://www.calhr.ca.gov/state-hr-professionals/Pages/bargaining-contracts.aspx>