

# CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 16

---

**Exclusive Employee Representative:  
Union of American Physicians and Dentists**

**Number of Employees:** Approximately 1,568 full-time equivalents

## **General Provisions**

### **I. Health Benefits**

#### ***Health, Dental, and Vision Benefits***

- Clarifies Permanent Intermittent enrollment eligibility for the CoBen Cash Option Program and the Flex Elect Program (Articles 11.1 and 19.1).

#### ***Prefunding of Other Post-Employment Benefits***

- Employees are currently contributing 1.4 percent toward the prefunding of post-retirement health benefits. Effective the first day of the pay period following ratification through the June 2022 pay period, the employees' monthly contribution for prefunding other post-employment benefits is suspended for the 2020-21 and 2021-22 fiscal years, and will not be withheld from the employees' salaries (Article 18.8).

### **II. Compensation**

#### ***Personal Leave Program (PLP 2020)***

- Effective the first pay period following ratification through the June 2022 pay period, PLP 2020 will apply to all UAPD-represented employees. Employees continue to work their assigned work schedules and shall have a reduction in pay equal to 9.23 percent.
- Each full-time employee shall be credited with sixteen (16) hours of PLP 2020 on the first day of each pay period for the duration of the PLP 2020 program. PLP 2020 shall have no cash value and may not be cashed out, except as permitted in very limited circumstances (e.g., non-voluntary separation) (New Article).
- The State shall not implement a Personal Leave Program or an additional furlough program during the 2020-21 and 2021-22 fiscal years (Article 9.23).

### ***Licensure – Continuing Medical Education (CME)***

- Effective the first pay period following ratification but no earlier than September 1, 2020, employees may be eligible for an additional \$1,500 per year to cover additional CME costs with required receipts (Article 10.13).

### ***Voluntary Personal Leave Program (VPLP)***

- The employees are allowed to opt out or make changes to their VPLP election at any time during the PLP 2020 program (Article 9.21).

### ***Salary and Allowances***

- Effective July 1, 2022, all Bargaining Unit 16 employees shall receive a 2.5 percent General Salary Increase, which may be deferred to July 1, 2023 (see contract reopener language below).
- Effective July 1, 2020, the compensation rate for employees with bilingual skills will increase from \$100 to \$200 dollars per month. The hourly and daily rates will be adjusted accordingly (Article 10.4).

### ***Transportation Incentives and Parking Rates***

- Effective July 1, 2020, the following increases to the discounted rates for public transportation and vanpool reimbursement shall apply (Article 10.10):
  - Employees utilizing public transit passes will be eligible for a maximum discount and reimbursement rate increase from \$65 to \$100 per month.
  - Employees who are the primary vanpool driver, in accordance with the eligibility criteria, shall receive an increase from \$100 to \$135 per month.

## **III. Miscellaneous**

### ***Contracting Out Committee***

- The Contracting Out Committee will develop a recruitment and retention report by February 1, 2021. This report shall be submitted to the Director of the Department of Human Resources and the legislative budget committees (Article 20.2).

### ***Contract Reopener Language – Elimination of Pay Decreases and Suspensions***

- The determination of sufficient funding to restore the reductions shall be at the sole discretion of the Director of the Department of Finance if either of the following circumstances occur:
  - If the Director of the Department of Finance, as a result of appropriate federal legislation providing additional funding to the state to address the

impacts of the COVID-19 Recession, elects to restore, at their sole discretion, some or all of the various pay items that have been suspended or reduced.

- If the Director of the Department of Finance, as a result of state revenue becoming sufficient to fully fund existing statutory and constitutional obligations, existing fiscal policy, and the cost of providing the pay that have been suspended or reduced as a result of the COVID-19 Recession, elects to restore, at their sole discretion, some or all of the various pay items that have been suspended or reduced.
- In the event the Director of the Department of Finance elects to restore, at their sole discretion, some or all of the various pay items that have been suspended or reduced, the State shall provide notice to the Union and shall meet and confer with the Union upon request regarding the impact of that determination.
- In the event that neither of the circumstances occur and/or the Director of the Department of Finance determines, at their sole discretion, that projected state revenues at the 2022-23 May Revision to the Governor's Budget continues to be insufficient to fully fund existing statutory and constitutional obligations, existing fiscal policy, and the costs of providing a pay increase to all eligible employees, the July 1, 2022, 2.5 percent GSI shall be become effective on July 1, 2023. Determination of funding availability shall be at the sole discretion of the Director of the Department of Finance.

#### **IV. Duration**

- July 1, 2020 through July 1, 2022

#### **V. Fiscal**

- Fiscal Year 2020-21 savings: \$57.0 million (\$53.5 million General Fund)
- Total 3-Year Incremental savings: \$40.4 million (\$38.0 million General Fund)
- Total 3-Year Budgetary savings: \$94.4 million (\$88.6 million General Fund)

#### **VI. Agreement**

- This Agreement includes negotiated reductions in employee compensation.
- The complete Agreement between the state and UAPD is posted at: [Contracts Section on CalHR Website](#).