

CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 6

**Exclusive Employee Representative:
California Correctional Peace Officers Association (CCPOA)**

Number of Employees: Approximately 28,007 full-time equivalents

General Provisions

Health Benefits

Employer Contribution for Active State Employees

- The state's monthly health 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. The flat dollar amounts shall be increased or decreased as appropriate pursuant to the formula on January 1, 2021, and January 1, 2022 (Article 13.01).
- The state's monthly vision contribution was reduced from \$8.64 to \$8.27 (Article 13.02)

Compensation

General Salary Increase (GSI)

- No new GSI was negotiated.

Miscellaneous

- Clarifies (1) that there will be a local and statewide list of various electronic devices authorized to be brought into the security areas of institutions/facilities for the purposes of CCPOA representation and (2) a list of the devices will be provided to the local Labor Relations Analyst (Article 2.08).
- Expands timeframes in grievance sections to thirty (30) days to mirror 30-day timeframes in other grievance sections (Articles 6.09 and 6.10).
- Makes clear that the decision to order a substance abuse test shall remain with the Appointing Authority or Designee (Article 9.12).
- Increases the annual minimum random testing percentage rates for drivers pursuant to the Federal Motor Carrier Safety Association rates to 50% for substance and 10% for alcohol (Article 9.13).

- Clarifies “Friday/Soft Friday/Swap rules” to avoid confusion about involuntary overtime assignments. Provides further clarifications to existing mandated employee holdover exclusions. Combines the California Rehabilitation Center and Patton into one bubble to fill vacant posts (Article 12.06).
- Establishes a new Limited-Term Light Duty Assignment (LTLDA) process to accommodate the needs of employees with limitations using 3% of an institution’s overall qualifying posts. This percentage can change depending upon the number of employees requiring LTLDA’s (Article 12.07).
- Clarifies that Permanent Intermittent employees are not eligible for the FlexElect Medical Reimbursement Account or the Dependent Care Reimbursement Account. (Article 13.04).
- Allows for the implementation of a two-year polo shirt trial for multiple classifications at the conclusion of which CDCR will determine whether to expand, discontinue, or continue with the use of polo shirts statewide (Article 14.4).
- Establishes a Correctional Counselor committee designed to continue focusing on meaningful rehabilitation and to explore efficiency measures, which will be implemented during the term of the contract (Article 20.09).
- Deletes outdated language regarding Division of Juvenile Justice transition to the California Health and Human Services Agency (Article 24.10).
- Deleted language regarding “No Mandated Reduction of Work Hours” (Article 27.04).
- Rollover of appendices and side letters, including, Side letter XX COVID-19 Pandemic Recession, which provides the following:
 - 4.62 percent pay reduction, except for:
 - 4.5 percent pay reduction for 7K Ranges
 - 3.85 percent pay reduction for Fire Captain (9001), Range L and M (192 Hour Schedule)
 - 3.42 percent pay reduction for Fire Captain (9001), Range N and P (216 Hour Schedule)
 - 12 hours credited monthly for the Personal Leave Program 2020.
 - Suspension of the July 1, 2020, 3 percent General Salary Increase in Article 15.01.
 - Suspension of holiday pay for seven of eleven holidays in Article 10.10.
 - Suspension of the shift differential for nights and weekends in Article 15.08.
 - Reduction in uniform allowance from \$1,000 to \$750 per year in Article 14.04.
 - Elimination of one Personal Development Day in calendar years 2021 and 2022 in Article 8.07.
 - Conversion of 32 of 48 off-post training hours to non-classroom, on-the-job, or online training in Article 8.05.

- Suspension of employees' monthly contribution for prefunding other post-employment benefits in Article 10.21.
- Effective date of side letter, July 1, 2020.

Duration

- July 3, 2020 through July 2, 2022 (Article 27.03)

Fiscal

- Fiscal Year 2020-21: \$13.9 million (all General Fund)
- Total 2-Year Incremental Cost: \$37.7 million (all General Fund)
- Total 2-Year Budgetary Cost: \$51.6 million (all General Fund)

Agreement

- The complete Tentative Agreement between the state and CCPOA is posted at: <https://www.calhr.ca.gov/labor-relations/Pages/Unit-06-Corrections.aspx>