

Unit 12 Members,

After 20 months, over 40 bargaining sessions, three mediation sessions, and a declaration of impasse, your Unit 12 bargaining team reached a new tentative agreement with the State on December 13, 2016. As you can see from the summary below, several of the provisions of the new agreement will not be effective until both parties ratify it. This means that the Union and the legislature have to agree to it before it can be implemented. We are in the process of getting the ratification materials ready for your vote. Remember, only Union members can vote on this tentative agreement. We hope to have the Union's ratification process completed by the end of the third week of January. We will keep you posted as we progress through this process. Your union and the bargaining team are recommending a **yes** vote.

Thank You for Your Support!

Unit 12 Tentative Agreement Summary of December 13, 2016

Section 2.2 Salaries: 3.5% General Salary Increase effective January 1, 2017
3.5% General Salary Increase effective July 1, 2017
3.5% General Salary Increase effective July 1, 2018
3.5% General Salary Increase effective July 1, 2019

Section 2.X Special Salary Adjustments:

Effective January 1, 2017 5% salary adjustment for:

Exhibit Electronics Technician, California Museum of Science and Industry
Electrician Supervisor (Only Range A)
Electrician II
Electrician I
Electrician III (CF)
Electrician II (CF)
Electrician I (CF)
Museum Electrician
Electronics Technician
Electronics Technician (CF)
Caltrans Electronics Specialist
Caltrans Electrician II
Caltrans Electrician I

Effective January 1, 2017 5% salary adjustment plus 5% July 1, 2017 for:

Senior Telecommunications Technician
Telecommunications Technician
Telecommunications Technician Trainee

Caltrans Heavy Equipment Mechanic
Heavy Equipment Bodyworker/Painter
Lead Heavy Equipment Bodyworker/Painter
Heavy Equipment Mechanic Correctional Facilities
Caltrans Heavy Equipment Mechanic-Leadworker
Heavy Equipment Mechanic

Effective July 1, 2017 2% salary adjustment, effective July 1, 2018 2% salary adjustment, effective July 1, 2019 1% salary adjustment for:

Tree Maintenance Lead Worker
Tree Maintenance Worker
Tree Maintenance Lead Worker-Caltrans
Tree Maintenance Worker-Caltrans
Lead Structural Steel Painter
Structural Steel Painter
Structural Steel Painter Apprentice
Plumber Supervisor
Plumber III (CF)
Plumber II (CF)
Plumber I (CF)
Plumber II
Plumber I
Locksmith I
Locksmith I (CF)

Section 2.27 Monthly Payroll Conversion Caltrans

Effective July 1, 2020, Caltrans employees who are on a negative/semi-monthly payroll cycle will be transitioned to a negative monthly payroll cycle. To assist employees during the transition, Caltrans will issue eligible employees a one-time supplemental payment of \$1,200.00 (prorated for seasonal and less than full-time employees) fifteen days after the implementation date. The amount will be subject to tax withholdings and is excluded from compensation for the purposes of retirement contributions.

Section 3.1 Health and Welfare:

Upon ratification by both parties the flat dollar State contribution amounts for 2017 shall be \$559 per month for employee only, \$1,125 for employee plus one dependent, and \$1,462 per month for employee plus two or more dependents. The flat dollar State contribution amounts shall be increased or decreased as appropriate pursuant to the formulas in Section 3.1 paragraph 2 (80 % of the weighted average) for January 2018, 2019, and 2020. Dental benefit rates for January 1, 2017: \$38.72 for employee only, \$67.61 for employee plus one dependent, and \$97.72 for employee plus two or more dependents.

Section 4.3 Footwear:

CHP- will reimburse all permanent full-time Unit 12 employees on payroll as of April 1, 2017 \$82 each year or \$164 for every two years.

CDCR- will reimburse all permanent full-time Unit 12 employees on payroll as of April 1, 2017 \$82 each year or \$164 for every two years.

Section 4.4 Protective Clothing:

CDCR will provide overalls or coveralls to all employees represented by BU12.

Section 10.17 Cash Out of Vacation or Annual Leave:

Increases the number of hours that can be cashed out to 80 from the current 20.

Section 11.14 Prefunding of Postretirement Health Benefits (OPEB):

July 1, 2017 employee contributes an additional 1.0 percent for a total of 1.5 percent.

July 1, 2018 employee contributes an additional 1.0 percent for a total of 2.5 percent.

July 1, 2019 employee contributes an additional 1.0 percent for a total of 3.5 percent.

July 1, 2020 employee contributes an additional 1.1 percent for a total of 4.6 percent.

Section 11.XX Employer 80/80 Contribution for Retiree Health Benefits "New Hires":

For employees hired on or after January 1, 2017, the employer contribution for each annuitant shall not exceed 80 percent of the weighted average of the Basic health benefit plan premiums. For each employee or annuitant with enrolled family members, the employer contribution shall not exceed 80 percent of the weighted average of the additional premiums required for enrollment of those family members.

Section 12.2 Overtime Meal Allowance:

Caltrans and CDCR-effective the pay period following ratification, the allowance will increase to \$8.

Section 12.8 Uniform Reimbursement CalFire:

Increase the allowance to \$670 from \$470 effective January 1, 2017.

Section 12.9 Uniform Reimbursement DPR:

Increase the allowance to \$670 from \$470 effective January 1, 2017.

Section 23 Duration:

July 1, 2015-July 1, 2020