

INTERNATIONAL UNION OF OPERATING ENGINEERS

Craft-Maintenance Division State of California Unit 12
Locals 3, 39 & 501, AFL-CIO

IUOE Unit 12 Members,

As mentioned in our prior update, your Negotiations Committee has reached a tentative agreement with the State of California concerning a successor Unit 12 memorandum of understanding (MOU). Once ratified by the membership, the MOU would be in effect from July 1, 2023, through June 30, 2026.

Please find attached for your review a comprehensive Summary of Changes which contains the details of the tentative agreement. We encourage all of our members to review the Summary of changes and familiarize yourself with the terms of the agreement prior to casting your ballot. If you should have any questions regarding the terms of the agreement do not hesitate to contact your Union Representative.

As a reminder, ballots will be mailed to members the week of July 24, 2023. Ballots must be returned no later than August 18, 2023, by close of business. Please do not deface the ballot as defaced ballots will not be counted. Ballots will be counted Monday, August 21, 2023.

In Solidarity,

Brandy Johnson

Director, Local 39

State of CA Unit 12 & Unit 13 Coordinator

Travis Tweedy

Director, Local 3

Deric Barnes

Director, Local 501

Bargaining Unit 12
2023 Summary of Changes

1. 23. Duration

3yrs, July 1, 2023, through June 30, 2026

2. 2.2 Salaries

a. Effective July 1, 2023 – All unit 12 classifications not listed in section “i” below, shall receive an across-the-board 3% Special Salary Adjustment (SSA). The classifications listed in section “i” below shall receive the Special Salary Adjustment noted in that section.

i. Effective July 1, 2023, in lieu of the 3% SSA mentioned in Section “a.” above, the below-listed classifications shall receive the following SSA.

Automobile Mechanic	4.00%	Lead Motorcycle Mechanic	4.41%
Automobile Mechanic (CF)	4.00%	Maintenance Aide (Seasonal)	5.00%
Automotive Pool Attendant I	4.00%	Maintenance Aide (Seasonal, Angel Island)	5.00%
Automotive Pool Attendant II	4.00%	Maintenance Worker, CHP	4.00%
Automotive Pool Attendant III	4.66%	Materials and Stores Supervisor II (CF)	4.00%
Automotive Technician I	4.00%	Military Dept Heavy Equipment Operator	4.00%
Automotive Technician II	4.00%	Motorcycle Mechanic	4.00%
Caltrans Equipment Operator I	4.00%	Park Landscape Maintenance Technician	6.70%
Caltrans Equipment Operator II	4.00%	Park Maintenance Assistant	4.00%
Caltrans Heavy Equipment Mechanic	4.00%	Park Maintenance Assistant (Angel Island)	4.00%
Caltrans Heavy Equipment Mechanic Leadworker	4.00%	Park Maintenance Worker I	4.00%
Caltrans Highway Maintenance Leadworker	4.00%	Park Maintenance Worker I (Angel Island)	4.00%
Caltrans Highway Maintenance Worker	4.00%	Park Maintenance Worker II	4.80%
Caltrans Landscape Maintenance Leadworker	4.00%	Pest Control Technician	4.00%
Caltrans Landscape Maintenance Worker	4.00%	Pest Control Technician (CF)	4.00%
Commercial Vehicle Inspection Specialist	4.00%	Plumber Apprentice	4.00%
Equipment Maintenance Supervisor (CF)	4.00%	Plumber I	4.00%
Foundation Driller	5.00%	Plumber II	4.00%
Foundation Driller Leadworker	5.00%	Plumber II (CF)	4.00%
Groundskeeper	4.00%	Plumber III (CF)	4.00%
Groundskeeper (CF)	4.00%	Plumber Supervisor	4.00%
Heavy Equipment Mechanic	4.00%	Prison Canteen Manager I	4.00%
Heavy Equipment Mechanic (CF)	4.00%	Skilled Laborer	4.00%
Heavy Equipment Mechanic Apprentice	4.00%	Sr. Foundation Driller	5.00%
Heavy Truck Driver	4.00%	State Park Equipment Operator	4.00%
Heavy Truck Driver (CF)	4.00%	Supervising Groundskeeper I	4.00%
Industrial Supervisor, PIA (All 26 classifications)	4.00%	Supervising Groundskeeper II (CF)	4.00%
Industrial Warehouse and Distribution Specialist, PIA	4.00%	Telecommunications Facilities Technician I, CHP	4.00%
Lead Automobile Mechanic	4.41%	Telecommunications Facilities Technician II, CHP	4.19%
Lead Groundskeeper	4.00%	Tractor Operator Laborer	4.00%
Lead Groundskeeper (CF)	4.00%	Tractor Operator Laborer (CF)	4.00%
Lead Groundskeeper I (CF)	4.00%		

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- b. Effective July 1, 2024 – All unit 12 classifications not listed in section “ii” below shall receive a 4% Special SSA to the maximum salary range. The classifications listed in section “ii” below shall receive a Special Salary Adjustment to their maximum salary noted in that section. Employees who have been at the old max pay for a minimum of 12 months shall be advanced to the new max salary. Employees who have not been at the old max salary for at least 12 months shall continue to receive their annual Merit Salary Adjustments (MSA) of approximately 5% until they reach the new maximum salary of their classification.

- ii. Effective July 1, 2024, in lieu of the 4% SSA mentioned in Section “b.” above, the below-listed classifications shall receive the following SSA.

Senior Foundation Driller	5.00%
Foundation Driller Leadworker	5.00%
Foundation Driller	5.00%

- c. Effective July 1, 2025 – All Unit 12 classifications shall receive a 4% SSA to the maximum of the salary range. Employees who have been at the old max pay for a minimum of 12 months shall be advanced to the new max salary. Employees who have not been at the old max salary for at least 12 months shall continue to receive their annual Merit Salary Adjustments (MSA) of approximately 5% until they reach the new maximum salary.

3. 2.8 Night Shift Differential

6:00 pm – 12:00 am Increased from \$1.00 to \$1.50
12:00 am – 6:00 am increased from \$2.00 to \$2.50

4. 2.9 Special Duty Pay

CHP Telecommunication Facility Technician I shall receive \$10.00/hr. While operating a Snow Cat.

5. 2.12 Recruitment & Retention Differential

- i. Effective July 1, 2023, DWR Oroville is added to the Heavy Equipment Mechanic differential of \$200 per month.
- ii. Caltrans Heavy Equipment Mechanics assigned as “Field Mechanic” shall receive a 2% differential while performing such assignment.
- iii. Foundation Driller, Lead Foundation Driller, and Senior Foundation Driller shall be paid at the max salary of the range, plus \$200 per month.
- iv. Caltrans Division of Equipment Shop 5 (San Luis Obispo) and Shop 9 (Bishop) are added to the R&R differential and shall receive \$200 per month while assigned to these shops.

6. 2.14 Commercial Driver’s License Differential

Effective July 1, 2023, all Unit 12 classifications that receive a Commercial Driver’s License differential of a monthly, flat dollar amount shall be changed to receive such differential at 5% of their base pay per month. This will allow the dollar amount of the differential to increase as salaries increase.

7. 2.16 Agricultural Pest Control License Differential

QAC differential increased from \$50 per month to \$100 per month.
PCAC differential increased from \$75 per month to \$150 per month.

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8. 2.28 C-57 Well Drilling Contractor License Differential (Foundation Drillers)

Increased differential from 5% to 15% per month. Differential is increased due to the complexity of obtaining the contractor license and the increased responsibility and accountability placed upon the individual.

9. 2.31 Caltrans Winter Operations Pay Differential

Unit 12, Caltrans employees assigned to winter operations maintenance stations (snow camps) via permanent assignment, or the winter post & bid shall receive a 5% differential for all hours worked while assigned to a winter operations maintenance station from November 1 through April 30, annually.

Employees who are not permanently assigned to a winter operations maintenance station but are temporarily reassigned to provide assistance to a winter operations maintenance station any time from November 1 through April 30, annually, shall receive a \$1.00 per hour differential for all hours worked while performing such assignment.

The below Maintenance Stations are identified as Winter Operations Maintenance Stations.

District	Maintenance Station/Equipment Shop
2	Alturas, Beckwourth, Burney, Chester, Grass Lake, Hat Creek, Mt. Shasta, Quincy, Susanville-West, Weaverville, Yreka
3	Auburn, Downieville, Kingvale, Kyburz, Nevada City, Placerville, Sierraville, South Lake Tahoe, Tahoe City, Truckee East, Truckee North, Truckee Sub-shop, Whitmore
8	Burnt Mill, Cajon, Camp Angelus, Dry Creek, Fawnskin, Victorville
9	Bishop, Bridgeport, Crestview, Independence, Inyokern, Lee Vining, McGee Creek, Mojave, Sonora Junction
10	Cabbage Patch, Camp Connell, Caples Lake, Long Barn, Midpines, Peddler Hill, Sonora, Woodfords

10. 2.35 Workforce Stability Stipend

Effective July 1, 2023, all Unit 12 employees shall be eligible to accrue a Workforce Stability Stipend up to a maximum of \$3600. Employees may accrue \$100 per month through the duration of the MOU (July 1, 2023, to June 30, 2026). An employee must complete a qualifying pay period to accrue the \$100 for that month. A qualifying pay period is achieved by an employee working a minimum of 11 days during the month.

Employees shall be eligible to accrue payment in the following manner:

Qualifying Pay Periods	Lump Sum Payment Date	Payment Amount
July 1, 2023 – December 31, 2023	January 2024	Up to \$600
January 1, 2024 – June 30, 2024	August 2024	Up to \$600
July 1, 2024 – December 31, 2024	January 2025	Up to \$600
January 1, 2025 – June 30, 2025	August 2025	Up to \$600
July 1, 2025 – December 31, 2025	January 2026	Up to \$600
January 1, 2026 – June 30, 2026	August 2026	Up to \$600

Total Up to \$3600

11. 2. B (New) Cargo Tank Inspection (CTI) Differential

Effective July 1, 2023, Commercial Vehicle Inspection Specialist employees who pass a CHP-approved CTI course and maintain the CTI certification shall receive a \$200 monthly differential.

12. 3.1 Health, Dental, & Vision

The State shall continue contributing to the Health and Welfare premiums based on the 80/20 flat rate calculation. This calculation is based on a weighted average.

13. 3.11 (New) NDI Family Care Leave

No, later than January 1, 2024, Unit 12 employees enrolled in the Annual Leave program will be eligible for NDI Family Care. This program will provide partial wage replacement for up to six (6) weeks while an eligible employee cares for a seriously ill family member or bonds with a newborn, adopted, or foster child.

A one-time, open enrollment period shall be held to allow Unit 12 employees the opportunity to enroll in the Annual Leave program. An employee must be enrolled in the Annual Leave program before using the benefit.

14. 4.3 Footwear

The Footwear amount is increased from \$100 every year, or \$200 every other year, to \$175 per year. This benefit is changed from reimbursement to an annual allowance on or about September 1 without needing receipts. The following Departments are new additions to this article:

- Department of State Hospitals
- CalPIA
- CalFire (*will no longer use uniform reimbursement to cover work boots*)
- Parks (*will no longer use uniform reimbursement to cover work boots*)

15. 8.6 DWR Shift Premium

Rotating Shifts evening shift differential increased from \$1.00 to \$1.50 per hour.
Rotating Shifts night shift differential increased from \$2.00 to \$2.50 per hour.
Rotating Shift combined rate differential increased from \$1.90 to \$2.90 per hour.

16. 10.4 Bereavement Leave

Extends unpaid Bereavement Leave benefits to non-permanent employees. These employees were previously not covered.

17. 11.1 Misc. Retirement, Tier A & B

Effective July 1, 2024

Employees in the miscellaneous retirement tier who are also enrolled in Social Security via State employment shall have their PERS contribution rate decreased from 10% to 9.5%

Employees in the miscellaneous retirement tier who are not enrolled in Social Security via State employment shall have their PERS contribution rate decreased from 11% to 10.5%.

Effective July 1, 2025

Employees in the miscellaneous retirement tier who are also enrolled in Social Security via State employment shall have their PERS contribution rate decreased from 9.5% to 9.0%.

Employees in the miscellaneous retirement tier who are not enrolled in Social Security via State employment shall have their PERS contribution rate decreased from 10.5% to 10.0%.

18. Other Post Employment Benefits (OPEB)

Effective July 1, 2023, the OPEB employee contribution rate shall decrease from 4.1% to 3.6%. A reduction of 0.5%.

19. 12.1 Business & Travel

Upon receiving an implementation date from the State, per diem (meals) and lodging rates shall be increased to reflect the annually adjusted, Federal rates identified by the U.S. General Services Administration (GSA). This will not only increase the meal allowance while traveling for State business, but it will also increase lodging rates making it easier for unit 12 employees to locate sufficient lodging while traveling. These rates will also adjust seasonally in some areas and annually.

20. 12.10 Transportation Incentives

Discount amounts increased to 100% up to the maximum amount allowable by the IRS.

21. 17.13 (New) Work and Family Participation

Family Activity - Provision allows employees to use accrued leave credits to attend school or non-school family-related activities.

Family Crisis – Provision allows employees to use accrued leave credits to deal with a family crisis.

22. 18.6 (New) Classification Consolidation – Trades

- Within six months of ratification by both parties, CalPIA shall initiate a feasibility study to determine if the Industrial Supervisor classification series can be consolidated.

- CalHR shall initiate a workgroup with departments employing Truck Drivers to determine the feasibility of consolidation.

- CalHR shall initiate a workgroup with departments employing Caltrans Equipment Operator II, State Park Equipment Operator, Military Department Heavy Equipment Operator, Tractor Operator Labor, & Tractor Operator Labor (CF) to determine the feasibility of consolidation.

23. 24.1 (New) Health Care Facility Retention and Wildfire Emergency Response

In recognition of Unit 12 employees who worked in support of delivering care to the most acute patients or were deployed or reassigned to areas within California supporting emergency wildfire suppression efforts during the COVID-19 pandemic, each eligible employee shall receive a one-time payment of \$1500.

- Employee must have been employed by January 1, 2022, and remained an employee. **And**

- Employees are employed in a Correctional Facility, California Correctional Health Care Services, State Hospital, Veterans Home, Developmental Center, and/or formally deployed and reassigned to work on emergency wildfire response efforts. **And**

- Employee was in-person, providing services on-site more than %50 of the time during the pandemic.