

IUOE Unit 12 Update – October 4, 2023

IUOE Unit 12 Members,

Senate Bill 148, which includes the provisions of the Tentative Agreement reached between the Union and the State of California concerning the Unit 12 MOU, has been signed into law by Governor Newsom. CalHR has told the Union the plan is to implement the pay letters (instructions to the State Controller's Office to adjust salaries) as soon as possible; however, they have not committed to doing so by the October 2023 pay period. We will update our membership once the timeframe for implementing the pay letters and retroactive pay is confirmed.

As a reminder, the following is a list of economic items that CalHR and the Departments are working to implement for Unit 12 members.

- Salary Increases
- Increase to Night Shift Differential Pay
- Addition of CHP Telecommunication Facility Technician I to receive Special Duty Pay
- Addition of DWR Heavy Equipment Mechanics assigned to Oroville to be paid at the max pay and receive Recruitment and Retention Differential Pay of \$200 per month.
- Addition of Foundation Drillers to be paid at the max pay and receive the Recruitment and Retention Differential Pay of \$200 per month.
- Addition of Caltrans Heavy Equipment Mechanics and Equipment Material Specialist assigned to Shop 9 (Bishop) and Shop 5 (San Luis Obispo) to be paid at the max pay and receive the Recruitment and Retention Differential Pay of \$200 per month.
- Caltrans Heavy Equipment Mechanics designated as Field Mechanics to receive a 2% differential per month.
- All Commercial Driver's License differentials, which are flat dollar amounts, are changed to 5% of base pay per month.
- Agricultural Pest Control License Differential increase; QAC increased to \$100 per month; PCAC increased to \$150 per month.
- C-57 Well Drilling Contractor License Differential increased to 15% per month.
- Implementation of the New Caltrans Winter Operations Pay Differential of either 5% per month or \$1.00 per hour for November 1 through April 30, annually.
- Implementation of the New Workforce Stability Stipend. Up to \$100 per month for the duration of the MOU. Will be paid bi-annually in January and August in lump sums of up to \$600.
- Cargo Tank Inspection Differential for Commercial Vehicle Inspection Specialist \$200 per month.
- Increase and change to footwear reimbursement. Changed from reimbursement to allowance and increased to \$175 per year.
- DWR Shift Premium Pay increased from \$1.90 to \$2.90 per hour.
- Healthcare Facility Retention and Wildfire Emergency Response one-time payment of \$1500 to eligible employees.

As a reminder, the recently negotiated ENDI – Family Care Leave (Article 3.11) Annual Leave special open enrollment period for Bargaining Units 12 is now taking place and will remain open until November 30, 2023. The implementation date of this new benefit is January 1, 2024. Please get in touch with your personnel department to enroll.

