

MASTER & ALL UNITS BARGAINING SUMMARY
By theme

The bargaining team made the following key improvements:

Compensation

- **5.XX Geographic Compensation Task Force**
 - Establishes a task force to address geographic areas affected by high cost of living, remoteness, etc., which affect the ability to recruit and retain state workers in these locations. We will establish a task force to further research the issues. Because Local 1000 knows this is a large issue for the state workforce and we want to be partners in finding solutions, our TA outlines a comprehensive effort that has real implementation attached.
- **5.17.1 Recruitment and Retention Committee (Unit 1)**
 - Added provision to exclude classifications that have either received a special salary adjustment or are part of the Civil Service Improvement (CSI) project during the term of the Contract.
- **11.1 Salaries**
 - Four percent (4%) GSI on July 1, 2017
 - Four percent (4%) GSI on July 1, 2018
 - Three and one half percent (3.5%) GSI on July 1, 2019
- **11.4 Timely Payment of Wages**
 - Employer errors and delays of paychecks will be corrected on the next business day following the normal payday.
- **11.9 Bilingual Differential Pay (Excludes Unit 17)**
 - Requires a study to examine the delivery of bilingual services, including: the certification program, workload, impact on the employee and tactile interpretation.
 - Employees who do not receive the differential have the right to refuse providing bilingual services.
 - Adds Unit 21 to Master Contract language.
- **11.9.17 Bilingual Differential Pay (Unit 17)**
 - Requires a study to examine the delivery of bilingual services, including: the certification program, workload, impact on the employee and tactile interpretation.
 - Employees who do not receive the differential have the right to refuse providing bilingual services.
- **11.15 State Special Schools Ten-Month Compensation Agreement (Units 4, 15, 17 and 20)**
 - Requires the Department provide 1734/1934 physical work hours.
 - Overtime declined by members can no longer be used towards the Department's required hours.
 - CTO can be used by the employee during the academic year or cashed out at the end of the fiscal year.

- **11.20 Recruitment and Retention – Avenal, Ironwood, Calipatria, Chuckawalla Valley, Centinela, High Desert, California Correctional Center and Pelican Bay State Prisons (Excludes Unit 17 and 21)**
 - Increases the annual differential from \$2,400 to \$2,600.
 - Adds High Desert, California Correctional Center and Pelican Bay.
 - Incorporates Unit 20 into Master Contract language.
- **11.22 Institutional Worker Supervision Pay Differential**
 - Reduces the number of required hours from 173 to 120 per month.
 - Combines IWSP language for all Units except Unit 1.
 - Adds Unit 20 into the current differential for IWSP for Unit 20 members not already on the AR 40 alternate pay range.
- **11.31.4 Board of Equalization (BOE) Call Center Differential (Unit 4)**
 - Contract language that secures the call center differential.
- **11.32.4 California State Lottery (CSL) Call Center Differential (Unit 4)**
 - Contract language that secures the call center differential.
- **11.33.4 Employment Development Department (EDD) Call Center Differential**
 - Contract language that secures the call center differential.
- **11.35.4 California Public Employees Retirement System (CalPERS) Call Center Differential (Unit 4)**
 - Improved language that expands the eligibility for the CalPERS \$100 call center differential to include all ranges in the Benefit Program Specialist class and the Senior Benefit Program Specialist class.
- **11.36.4 State Teachers’ Retirement System (STRS) Call Center Differential**
 - Contract language that secures the call center differential.
- **11.48.11 Water Resources Technician II Differential (Unit 11)**
 - Clarifies the educational and training requirements to receive the Water Resources Technician Differential.
- **11.49.11 Transportation Engineering Technician Differential (Unit 11)**
 - Clarifies the educational and training requirements to receive the Transportation Engineering Technician Differential.
- **11.XX.4 Health Benefit Exchange Call Center Differential**
 - Contract language that moves the Covered California call center differential out of a side-letter agreement and into the main body of our Contract.
- **11.XX.1 Special Salary Adjustments (Unit 1)**
 - Effective July 1, 2017 salary adjustments for Unit 1 classifications and/or classification series in the amounts listed below:
 - Workers’ Compensation Claims Adjuster Series – 5%
 - Workers’ Compensation Insurance Representative Series – 5%
 - Business Taxes Specialist, Board of Equalization Series – 5%
 - Program Specialist, Franchise Tax Board Series – 5%
 - Property Appraiser (Board of Equalization) Series – 5%
 - Tax Compliance Series – 5%
 - Compliance Representative, Franchise Tax Board Series– 5%

- Business Taxes Representative and Business Taxes Compliance Series – 5%
- Financial Institutions Examiner Series – 5%
- Aviation Safety Officer II – 5%
- Public Utilities Regulatory Analyst Series – 15%
- Personnel Specialist Series – 2.5%
- Payroll Specialist Series – 2.5%
- Tax Auditor Series, Employment Development Department – 5%
- Tax Auditor Series, Board of Equalization – 5%
- Tax Auditor Series, Franchise Tax Board – 5%
- Correctional Case Records Analyst – 2.5%
- Right of Way Agent Series – 5%
- Environmental Planner Series – 5%
- Transportation Planner Series – 5%
- Pension Actuary Series – 15%
- Casualty Actuary Series – 15%
- Life Actuary Series – 15%
- Actuarial Assistant, CalPERS Series – 15%
- Guide, Historical Monument Series – 5%
- Workers' Compensation Consultant – 5%
- District Sales Representative – 5%
- Planner I Energy Facility Siting – 5%
- Planner II Energy Facility Siting – 5%
- Insurance Examiner – 5%
- Associate Insurance Examiner – 5%
- **11.XX.4 Special Salary Adjustments**
 - Dispatcher-Clerk, Caltrans – three percent (3%); and
 - Program Technician, Program Technician II and Program Technician III – two percent (2%).
- **11.XX.11 Special Salary Adjustments (Unit 11)**
 - The Laboratory Assistants, Senior Laboratory Assistants, Laboratory Assistants (Correctional Facility), Senior Laboratory Assistants (Correctional Facility) and Supervising Laboratory Assistant I all receive a 5% salary increase in addition to the GSI
 - The Associate Railroad Equipment Inspector (Public Utilities Commission (PUC)), Associate Railroad Track Inspector (PUC), Associate Signal and Train Control Inspector (PUC), Senior Transportation Operations Supervisor, (PUC), and the Associate Transportation Operations Supervisor, (PUC) all receive a 5% salary increase in addition to the GSI.
- **11.XX.15 Special Salary Adjustments**
 - Custodian, Lead Custodian, Custodian (CF), Lead Custodian (CF), Custodian Limited Service, Museum Custodian, Armory Custodian I, Armory Custodian II, Armory Custodian III and Service Assistant (Custodian) – three percent (3%).

- **XX.XX.15 Cooks Classification**
 - Cook Specialist I, Cook Specialist II, Cook Specialist I (Correctional Facility) and Cook Specialist II will receive a \$300 increase to the base salary if they do not receive the IWSP differential; and
 - Correctional Supervision Cooks and any other Cook that receive the IWSP will receive a \$110 increase to the differential, and the differential will be rolled into the base salary, which also reduces some of the paperwork required to account for this pay.
- **11.XX.17 Special Salary Adjustments (Unit 17)**
 - Special salary adjustment of 5%, on top of the GSI, for Registered Nurses at the California Department of Education.
- **XX.XX.17 Health Facilities Evaluator Nurse LA County Travel Incentive – California Department of Public Health (Unit 17)**
 - \$167 for Health Facility Evaluator Nurses (HFEN) assigned to work in LA County for 10 days (or 80 hours) per month. HFENs required to work less than full time in LA County will receive the incentive on a prorated basis.
- **11.XX.20 Special Salary Adjustment (Unit 20)**
 - In addition to the General Salary increases, on July 1, 2017, increases all Licensed Vocational Nurse Classification Series by 11.25%
- **11.XX.21 Special Salary Adjustments (Unit 21)**
 - The Transportation Programs Consultant, Department of Education receive a five percent increase in addition to the General Salary Increase.
 - The Archivist I and Archivist II receive a five percent increase in addition to the General Salary Increase.
- **11.XX Signing Bonus**
 - Upon ratification, a \$2,500 bonus payable to all eligible employees on payroll as of December 2, 2016.
 - Certain part-time employees have specific eligibility requirements.
- **12.1 Business and Travel Expenses**
 - Increases the hotel rates in certain high cost areas in California.
 - Improvements and flexibility to meal reimbursement.
- **12.8 Overtime Meal Benefits and Allowances – CDCR (Excludes Unit 17 and 21)**
 - Increases meal ticket from \$6 to \$8.
- **12.9.1 Overtime Meal Allowance (Unit 1)**
 - Ensures the overtime meal allowance will be \$8 dollars and removes ambiguity regarding paying less.
- **12.9.3 Overtime Meal Allowance (Unit 3)**
 - Ensures the overtime meal allowance will be \$8 dollars and removes ambiguity regarding paying less.
- **12.9.4 Overtime Meal Allowance (Unit 4)**
 - Ensures the overtime meal allowance will be \$8 dollars and removes ambiguity regarding paying less.

- **12.9.11 Overtime Meal Allowance (Unit 11)**
 - Ensures the overtime meal allowance will be \$8 dollars and removes ambiguity regarding paying less.
- **12.9.14 – Overtime Meal Allowance (Unit 14)**
 - Ensures the overtime meal allowance will be \$8 dollars and removes ambiguity regarding paying less.
- **12.9.17 Overtime Meals (Unit 17)**
 - Increases overtime meal allowance from \$6 to \$8.
- **12.9.20 Overtime Meal Allowance (Unit 20)**
 - Ensures the overtime meal allowance will be \$8 dollars and removes ambiguity regarding paying less.
- **12.11 Uniform Replacement Allowance (Excludes Units 15 and 20)**
 - Explicitly includes footwear in the definition of “uniform.”
- **12.11.15 Uniform Replacement Allowance (Unit 15)**
 - Improvements to the Uniform Allowance provisions will increase the allowance from \$450 to \$500 for the whole Unit. It also extends the footwear allowance to all Unit 15 members who are not in CDCR. This would ensure that our members have the proper equipment to do their jobs. All DGS custodians are now entitled to a department issued jacket as part of their uniform.
- **22.10.3 – Coaching/Advisor Differential (Unit 3)**
 - Grants a long-needed and long-awaited substantial increase to the coaching stipend at the Schools for the Deaf in Fremont and Riverside and the School for the Blind in Fremont. In addition to increasing the already existing stipends, we also gained a stipend for our members working as Class Advisors, an intense and rewarding position our members had voluntarily taken on without compensation for years.
- **23.10.3 – CDCR Division of Juvenile Justice (DJJ) Academic Teacher/Vocational Instructor Salary Schedule (Unit 3)**
 - Contract language reducing the complex CDCR geographical salary schedules for both DJJ and OCE from seven arbitrarily chosen regions to two regions. This makes the payment structure throughout the state more equitable and less complex while also granting many of our members a raise.
- **25.13.3 CDCR Office of Correctional Education, Academic Teacher/Vocational Instructor Salary Schedule (Unit 3)**
 - Contract language reducing the complex CDCR geographical salary schedules for both DJJ and OCE from seven arbitrarily chosen regions to two regions. This makes the payment structure throughout the state more equitable and less complex while also granting many of our members a raise.
- **X.XX Research Program Specialist III (Demography) Pay Differential (Unit 1)**
 - Adds the Research Program Specialist III (Demography) to Pay Differential 412.

- **X.XX.11 Special Duty Pay (Unit 11)**
 - Establishes a \$10 hourly special duty pay differential for the Structural Steel Inspector and Lead Structural Steel Inspector while engaged in activity requiring the use of a fall protection harness.
- **XX.XX.14 – HP 10000 Skill Pay Differential (Unit 14)**
 - Establishes a skill pay differential of 3% for our members working on the HP 10000 as Digital Print Operator IIs. This differential will be immediately added to our member’s base pay, and overtime and other shift differentials (including night shift) will be calculated once it has been added.

Professional Development

- **5.XX.4 Upward Mobility Task Force (Unit 4)**
 - New language that establishes a statewide Upward Mobility Task Force to ensure that all Unit 4 members are afforded every opportunity for personal and professional growth. The Task Force – comprised of Unit 4 members and representatives of the State— would review, create and recommend best practices in the areas of promoting upward mobility and tracking program success.
- **8.10 Release Time for State Civil Service Examinations**
 - Adds language that grants members easier access to civil service examinations that are provided electronically by allowing the use of State-owned property to register for and complete the examination, during normal working hours.
- **8.28.20 Continuing Education Leave (Unit 20)**
 - Clarifies that any in-service training courses provided must be accepted by the appropriate licensing body in order to be counted as the State’s option towards the hours of education leave.
- **8.28.21 Education Leave (Unit 21)**
 - Requested education leave can be granted for purposes beyond current job duties that enhance “professional growth.”
- **13.10.1 Education and Training (Unit 1)**
 - Increases reimbursements for training up to 100% of the costs. This can be career-related, job-required and/or job-related training.
 - Defines the different types of training.
- **13.10.11 Education and Training (Unit 11)**
 - Increases education and training resources by guaranteeing at least 50% and up to 100% reimbursement for approved upward mobility training expenses.
- **13.11.14 – Upward Mobility and Training (Unit 14)**
 - The bargaining team fought hard to also maintain the rights of our members relating to upward mobility and training.

- **13.12.21 Employment Opportunities (Unit 21)**
 - Increases employment opportunities by requiring all vacancies be provided via bulletin board, email and posted on the departmental intranet.
- **13.18.21 Professional Assessment and Development Committees (Unit 21)**
 - Expands the scope of this JLMC to discuss matters of workplace diversity and equal opportunity, and cultural awareness.
- **13.31.11 20/20 Program (Unit 11)**
 - Protected the 20/20 Program from removal by the State.
- **13.31.20 20/20 Programs (Unit 20)**
 - Creates an application for the 20/20 program.
 - Establishes that a copy of any application submitted to the department shall be sent to SEIU Local 1000 with the approval or reason for the denial.
- **13.XX.4 20/20 Program (Unit 4)**
 - Establishes new upward mobility opportunities for Unit 4 members by creating a 20/20 program—similar to those available in Units 11, 15 and 20—that allows Unit 4 members to work with their departments to receive formal, career-advancing education as part of their customary work schedule.
- **X.XX.4 Library Technical Assistant (Safety) Upward Mobility (Unit 4)**
 - A new program for the Library Technical Assistant (Safety) classification that supports their upward mobility, training and education needs by providing up to \$4,500 in reimbursements for tuition. This support can provide a pathway for LTAs to earn the necessary credits to transition into a Librarian classification.
- **X.X.X Individual Development Plan**
 - Empowers each of our members to grow in their jobs and careers with Individual Development Plans (IDPs). Employees would establish personal objectives and develop a plan for achieving professional growth and career mobility.
 - IDPs are explicitly removed from an employee’s annual performance evaluation.

Working Conditions

- **1.2.1 Designation of Confidential Positions (Unit 1)**
 - Reduced the amount of confidential positions from 800 to 625. This prevents the State from having employees not represented.
- **1.2.4 Designation of Confidential Positions (Unit 4)**
 - Reduces the number of confidential positions from 500 to 300.
- **5.16.15 Custodian Task Force Joint/Labor Management Committee (Unit 15)**
 - Expands the Unit’s Statewide Joint Labor Management Committee to

resolve custodians' issues by adding three departments: DVA, DSH and CalPIA. The great work by this committee and DGS served as a model they want to use to improve working conditions at other departments.

- **10.33.3 Temperature Controls (Unit 3)**
 - Ensures that our members work in environments with reasonable and comfortable temperatures throughout the state. Also creates a system of recourse our members may take should the worksite temperatures become too hot or too cold for a safe working environment, a right that is especially important for our members working in volatile correctional environments.
- **10.XX.4 Temperature Controls (Unit 4)**
 - Temperature control language so that members can work in safe and comfortable work spaces. Incorporates the State Guidelines and CalOSHA regulations directly into these provisions. If the temperature conditions become bad enough to dismiss employees, they will not suffer any loss of compensation.
- **10.33.15 Laundry and Kitchen Temperatures and Visibility (Unit 15)**
 - Improves Laundry and Kitchen Temperature provisions to include visibility concerns for these work areas. The State agrees to maintain the kitchen exhaust vents so that workers don't have to perform their duties in conditions where they can't see because of steam. Any issues with this provision can be raised at the monthly Health and Safety Committee meetings, where Unit 15 will be guaranteed a seat.
- **X.XX.15 Building Temperature During Night Shift (Unit 15)**
 - New language that urges the State to set the nighttime temperature in buildings so that our swing and night shift workers can work in building with temperatures that are comfortable and consistent with day shifts.
- **XX.XX.20 Temperature Controls (Unit 20)**
 - Establishes a temperature control provision for all State-owned and leased properties pursuant to applicable State Guidelines.
- **12.7 State Owned Housing**
 - Adopts standards of habitability outlined in California law.
 - Requires all necessary repairs to be completed and demonstrated to CalHR before the department can increase the rent. Any increase in rent cannot be greater than 25% of the current rent nor exceed the Fair Market Value of the property.
- **12.13.21 Tools, Business Equipment, Materials and Supplies (Unit 21)**
 - Enhanced protections by adding a requirement that denials of equipment requests must be in writing to ensure consistency and fairness
- **13.7.4 Performance Standards (Unit 4)**
 - Enhances Union's representation and negotiation rights when departments new or modify performance standards.
- **19.1.3 - Hours of Work (Unit 3)**
 - Our bargaining team stood firm and successfully fought off the State's attempts to limit our professional status by attempting to restrict our

members' ability to manage their own time and workloads.

- **19.2 Overtime**
 - Jury leave, military leave, subpoenaed witness leave would now count as time worked for the purpose of computing cash or compensating time off for overtime.
 - Incorporates Unit 4, 11 and 14 provision that allow approved leave to count towards overtime in weeks where you are also mandated to work extra hours.
- **19.2.17 Overtime (Unit 17)**
 - Provides for jury leave, military leave and subpoenaed witness leave to be considered for the purposes of computing cash or compensating time off for overtime.
- **19.13.20 Overtime Scheduling - Excluding CDCR LVNs and CNAs (Unit 20)**
 - Reduces the maximum number of mandatory overtime shifts from six to five.
 - New restrictions on mandating employees to work overtime in classifications other than their own.
- **19.14.15 Overtime Distribution for Employees (CDCR - Adult Programs)(Unit 15)**
 - Improves the overtime distribution systems at CDCR. Our members want a fair overtime system, so we modified language that will make overtime distribution equal and the same across all classifications in the Unit.
- **19.14.17 Overtime Scheduling - Department of Corrections and Rehabilitation and California Correctional Health Care Services (Unit 17)**
 - Accomplishes the initial reduction of one mandatory overtime shift per month for all Departments - DSH, DDS and DVA - and all other reductions through the Joint Labor/Management Task Force.
- **19.14.20 Overtime Scheduling - CDCR & CCHCS LVNs (Unit 20)**
 - Reduces the maximum number of mandatory overtime shifts from six to five.
 - Adds new restrictions on mandating employees to work overtime in classifications other than their own.
- **19.15.17 Overtime Scheduling (Excludes CDCR) (Unit17)**
 - Accomplishes the initial reduction of one mandatory overtime shift per month for all Departments - DSH, DDS and DVA - and all other reductions a through the Joint Labor/Management Task Force. In addition, there are new restrictions on DSH and DDS's ability to mandate RNs into Psychiatric Technician positions.
- **19.16.17 Change in Shift Assignments (Unit 17)**
 - Allows for those who receive only a 15-day notice of change in permanent shift assignment, to receive an additional 15 days upon request, without being unreasonably denied.

- **19.19.21 Work Week Group E – Policy (FLSA-Exempt) (Unit 21)**
 - Protected the exempt status for certain Unit 21 classifications by successfully defending against multiple State attacks to eliminate this language.
- **19.31.20 Split Shifts (Unit 20)**
 - Reduces the down time for those working split shifts to a maximum of two and one-half (2.5) hours.
- **19.32.20 Overtime Distribution at the California School for the Deaf, Riverside (Unit 20)**
 - Deletes language that allowed management to circumvent the overtime distribution process if employees were not going to reach 1,734 hours.
- **19.XX.20 Overtime Scheduling – CDCR & CCHCS CNAs (Unit 20)**
 - Establishes an overtime scheduling procedure for CNAs which mirrors the current overtime scheduling procedure for LVNs.
 - Establishes restrictions on mandating employees to work overtime in classifications other than their own.
- **20.4.15 Post and Bid Procedure for Vacant Positions (Unit 15)**
 - Strengthens the Post and Bid language which adds CCHCS to post and bid, clarifies the state’s responsibilities during the JLMC, and adds protections that discourage departments from changing 12-month post assignments midway through the year.
- **20.9.17 Post and Bid Assignments by Seniority – CDCR (Unit 17)**
 - Maintained the requirement for CDCR/CCHCS to provide post orders during the post and bid process.
- **20.13.20 Shift/Day Preference of Assignment – Schools for the Deaf (Unit 20)**
 - Enables counselors at Special Schools to bid for shifts and days off by seniority, recognizing their seniority and empowering them to better manage their lives.
- **20.XX.20 Post and Bid for Residential Care Unit Leader (RCUL) Positions - California Veterans Homes (Unit 20)**
 - Establishes post and bid scheduling for Residential Care Unit Leaders at the Department of Veterans Affairs – affording them a benefit of seniority in choosing work schedules.
- **20.XX.20 Post and Bid Procedure for CNA Positions CDCR (CDCR, CCHCS, DJJ) (Unit 20)**
 - Establishes post and bid procedure for CNAs at institutions that have 20 or more full-time permanent employees.
- **21.2 Electronic Monitoring (Excludes Unit 14)**
 - Prevents the State from using electronic monitoring as the sole reason for discipline.
- **22.1.3 – Discipline and Discharge (Unit 3)**
 - Contract language allowing our members working for the State Special Schools to have disciplinary appeal rights in accordance with the rest of our members. Previously our members at those worksites had to be

subject to extremely severe discipline to gain any rights to appeal, and this new language allows them to appeal nearly all disciplinary actions.

- **X.XX.15 Food Service Workers Task Force (Unit 15)**
 - A new statewide Joint Labor Management Committee to address the issues of food service workers in six departments. This language will create opportunities for direct conversations with the State to improve working conditions.
- **X.XX.15 Custodial Routes**
 - New language that urges the State to assign custodial routes that are equitable.
- **XX.XX Special Schools Calendar (Unit 3, 4, 15, 17 and 20)**
 - Affords these Units the opportunity to meet over the State Special Schools academic calendar.
- **XX.XX Elimination/Reduction of Mandatory Overtime for RNs, LVNs, and CNAs at Department of Corrections and Rehabilitation (CDCR) and California Correctional Health Care Services (CCHCS) Joint Labor Management Task Force (Units 17 and 20)**
 - The task force will review staffing, scheduling and other barriers which create overtime with the goal of eliminating mandatory overtime by July 2019 and implementing reductions in the process.
- **XX.XX Elimination/Reduction of Mandatory Overtime for RNs and LVNs at Department of Developmental Services (DDS) Joint Labor Management Task Force (Units 17 and 20)**
 - The task force will review staffing, scheduling and other barriers which create overtime with the goal of eliminating mandatory overtime by July 2019 and implementing reductions in the process.
- **XX.XX Elimination/Reduction of Mandatory Overtime for RNs, LVNs, and CNAs at California Department of Veterans Affairs (CDVA) Joint Labor Management Task Force (Units 17 and 20)**
 - The task force will review staffing, scheduling and other barriers which create overtime with the goal of eliminating mandatory overtime by July 2019 and implementing reductions in the process.
- **XX.XX Elimination/Reduction of Mandatory Overtime for RNs and LVNs at Department of State Hospitals (DSH) Joint Labor Management Task Force (Units 17 and 20)**
 - The task force will review staffing, scheduling and other barriers which create overtime with the goal of eliminating mandatory overtime by July 2019 and implementing reductions in the process.

Leaves

- **7.1 Holidays**
 - The State requested language changes to clarify implementation. There is no change to intent.

- **8.1 Vacation/Annual Leave**
 - Allows our members the flexibility to cash out up to 80 hours of vacation/annual leave, when departments have the funding. We believe this benefit could help reduce the State's liability of leave on the books while affording our members additional financial options.
- **8.2 Sick Leave**
 - Modification to language to reduce the staggering number of grievances and wasted State resources over sick leave verification by introducing clarifying language about when such verification is necessary. There is no change to intent.
- **8.3 Bereavement Leave**
 - Improves bereavement leave by reducing the restrictions on time off for incidents involving your mother-in-law, father-in-law, daughter-in-law, son-in-law and brother-in-law.
 - Added Unit 17 and 20 into Master Contract Language.
- **8.24.17 DDS Vacation Scheduling: Three Vacation Period Scheduling Method (Unit 17)**
 - Increases vacation bids to 3, eliminates the department's ability to implement black-out date, requires a separate calendar for RNs, and allows the use of all accrued days (except sick days).
- **8.24.20 Department of Developmental Services/LVN Vacation Scheduling (Unit 20)**
 - Creates LVN classification-specific vacation bidding.
 - Eliminates black-out days.
 - Extends vacation bidding from a maximum of 2 bids to 3 bids.
- **8.25.17 DSH Vacation Scheduling (Unit 17)**
 - Increases vacation bids to 3, allows the use of all accrued days (except sick days), and requires the separation of calendars through the implementation of ASSIST.
- **8.26.17 Department of Veterans Affairs Vacation Scheduling (Unit 17)**
 - Allows Yountville RNs to use all accrued days (except sick days) toward vacation bidding and establishes a committee to create a uniform vacation bid process for all other homes.
- **XX.XX.17 CDCR-CCHCS Vacation Scheduling (Unit 17)**
 - Establishes a committee to create a uniform vacation bid process.
- **8.XX.20 Department of Veterans Affairs Home Vacation Scheduling (Unit 20)**
 - Establishes meetings to discuss written vacation scheduling procedures.
- **8.XX.20 DSH Licensed Vocational Nurse (LVN) Vacation Scheduling (Unit 20)**
 - Establishes a joint committee to create a standardized vacation bidding system that would allow our members greater latitude in planning their lives.

- **XX.XX.20 CDCR- CCHCS Licensed Vocational Nurses (LVN) and Certified Nursing Assistant (CNA) Vacation Scheduling (Unit 20)**
 - Upon the request of the Union, establishes a joint committee for all CDCR-CCHCS Adult institutions to create a standardized vacation scheduling system.
- **8.XX.20 CDCR Vacation Scheduling – Dental Assistants and Dental Hygienist (Unit 20)**
 - Upon the request of the Union, establishes a joint committee for all CDCR institutions to create a standardized vacation scheduling system.
- **8.XX Time Off for Victims of Domestic Violence (Notice of Rights Under Labor Code 230.1)**
 - Updated the contract to reflect current law that protects and provides victims of domestic violence options for taking time off to seek the help and support they need.

Health and Safety

- **5.XX.1 Guide, Historical Monument Joint Labor Management Committee (JLMC) – California Department of Parks and Recreation (Unit 1)**
 - Creates a statewide Guide, Historical Monument Joint Labor Management Committee for the California Department of Parks and Recreation. The Committee will address the issues of safety, workloads, training and overtime.
- **10.9.15 Safety Equipment and Safety Goggles/Glasses (Unit 15)**
 - Adds aprons to safety equipment to make sure food service, cooks and kitchen workers don't have plastic aprons that melt and provide no protection.
- **10.11 Hazardous Materials (Excludes Unit 17)**
 - Incorporates Units 15, 20 and 21 into Master Contract language.
- **10.14.15 Personal Alarms - CDCR (Unit 15)**
 - Unit 15 members will be able to review the inspection log and will have a guaranteed seat at the Health and Safety Committee meeting at each institution.
- **12.12.11 Safety Footwear – CalTrans and DWR (Unit 11)**
 - Increases the Safety Footwear stipend at CalTrans and DWR by paying it once every 12 months rather than once every 18 months.

Health Care

- **9.1 Health Benefit Plans (Excludes Unit 3 and 17)**
 - Improves our health benefits, making them more valuable to our members by eliminating the tiered requirements for dependent vesting. Members would save on dependent coverage by raising the States' contribution to the premium to match that of the covered member.

- **9.1.3 Benefits Plan (Unit 3)**
 - Updates the State's premium contribution to match current rates and modifies the date to match Duration.
 - Improves our health benefits, making them more valuable to our members by eliminating the tiered requirements for dependent vesting. Members would save on dependent coverage by raising the States' contribution to the premium to match that of the covered member.
- **9.1.17 Health Benefit Plan/Vision Benefits Service Plan (Unit 17)**
 - Elimination of dependent vesting period for the health care and vision benefit.
- **9.2 Dental Benefit Plans (Excludes Unit 3 and 17)**
 - Updates the contract to modify the State's contribution to the dental benefit plan to reflect 2016 rates.
- **9.2.3 Dental Benefit Plans (Unit 3)**
 - Updates the contract to modify the State's contribution to the dental benefit plan to reflect 2016 rates.
- **9.4 Out-of-State Supplemental Health Care**
 - Establishes a \$1,200 per year supplement for employees who are headquartered out-of-state. For these employees, medical expenses that exceed the Maximum Out of Pocket Payment shall be reimbursed by the State.
- **9.17 State Disability Insurance (SDI)**
 - Updates our SDI provisions to reflect current law that provides parents paid time off for bonding time after the birth of child or placement of a child through foster care or adoption. After January 1, 2018, the Paid Family Leave no longer requires employees to cover the first seven (7) days off with leave.
- **XX.X Prefunding of Post-Retirement Health Benefit**
 - Guarantees that employee and State equally contribute to the prefunding of the Other Post-Employment Benefits (OPEB), which includes the retiree health care program
 - Employee and employer contribution schedule:
 - One and two tenths percent (1.2%) on July 1, 2018
 - One and one tenth percent (1.1%) on July 1, 2019
 - One and two tenths percent (1.2%) on July 1, 2020

Miscellaneous

- **24.2 Duration**
 - The term of the contract is from July 2, 2016 to January 1, 2020.