

INTERNATIONAL UNION OF OPERATING ENGINEERS

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

Quick Summary Of New Contract

As you know in the Governors May revise he outlined his proposal for cuts in employee compensation and the threat of the federal minimum wage if he didn't get them. Your bargaining team worked extremely hard to secure a contract that would limit the impact of his cuts and avoid the federal minimum wage threat. Our focus was to try and negotiate a short term contract, with as many improvements that we could secure. Listed below is a summary of changes only of the economic portion of our tentative agreement.

- **Salaries** - Upon ratification of the contract - 1 PLP day per month for a period of twelve months= (4.62%) salary reduction per month

Effective January 1, 2012, all classes shall be adjusted by increasing the maximum of the salary range by five (5%) percent.
- **Health & Welfare-** State of California agrees to pick up the Health and Welfare costs (80/80 formula) for the remainder of 2010 and 2011 contract years.

Important to note that the State of California has agreed to go back and use the 2008 rates, so all Bargaining Unit 12 employees should see an increase in their monthly take home salary.
- **Pension** Effective July 1, 2010 all employees will have a permanent five (5%) increase in employee pre-tax contribution toward retirement benefits.
- **Pension Health & Welfare** - On July 1, 2012, all employees shall contribute half of one (0.5%) percent of their base salary toward prefunding of retiree health benefits.
- **Holidays** - Employees that work on the following six (6) of twelve (12) Holidays will be paid, one-one and half (1 ½) times their normal rate for all hours worked.

January 1st, last Monday in May, July 4, First Monday in September, Thanksgiving Day, and December 25th.

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- **Federal Minimum Wage protection** - Upon ratification of the contract with our union members and the California Legislature we will get protection from the federal minimum wage threat for 2010, 2011, and 2012 fiscal years.
- **Boot Allowance** - For employees that work for departments that require safety boots/shoes to be worn will receive the following benefit.

Permanent full time employees on the payroll as of April 1st of each year will be **reimbursed** up to fifty dollars (\$50) each year or one hundred dollars (\$100) every two (2) years, with proof of receipt.
- **Duration** - The contract will be effective July 1, 2010 and expire July 1, 2012.

We will be scheduling ratification meeting throughout California for our members and mailing ballots to their home address so they can vote on the contract.