

## 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.  
Note: the increased contribution deduction will start the month the MOU is ratified. There will not be a deduction for the month of July 2010.
- **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 1<sup>st</sup>, last Monday in May, July 4, First Monday in September, Thanksgiving Day, and December 25<sup>th</sup>.

- **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 1<sup>st</sup> 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.

### *Attention Seasonal Employees:*

*Within 90 days of ratification of this agreement by the BU 12 Membership and the Legislature, the State agrees to a formal meet and confer to determine the contractual terms and conditions of employment for Seasonal Employees who are in BU 12. In addition to Uniform Allowance, we will be discussing all other provisions in the contract. Any agreements reached during this process shall be considered amendments to this agreement, except for the below mentioned items which are effective with this agreement:*

*Article 2.2 - Salary*

*Article 11 - Retirement (for those in the PERS retirement system)*

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