

# INTERNATIONAL UNION OF OPERATING ENGINEERS

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

As a result of a number of bargaining sessions with the State of California, IUOE State Unit 12's bargaining team was able to secure a tentative agreement for the next 3 years. Below is an outline of the changes you will be voting on.

## Timeline for voting:

- June 10 Ballots will go out to Unit 12 members
- June 27 Ballots must be returned
- June 29 Ballots counted by Rank and File

## Unit 12 Summary Tentative Agreement of May 27, 2016

- 2.2 Salaries: 3% General Salary Increase effective July 1, 2016  
4% General Salary Increase effective July 1, 2017  
3% General Salary Increase effective July 1, 2018

## 2. New Special Salary Adjustments:

### Effective July 1, 2016 5% salary adjustment for:

Exhibit Electronics Technician, Museum of Science and Industry  
Electrician Supervisor (Only Range A)  
Electrician II  
Electrician I  
Electrician III (CF)  
Electrician II (CF)  
Museum Electrician  
Electrician I (CF)  
Electronics Technician  
Electronics Technician (CF)  
CalTrans Electronics Specialist  
CalTrans Electrician II  
CalTrans Electrician I

### Special salary adjustment of 5% July 1, 2016 and 5% July 1, 2017 for:

Senior Telecommunications Technician  
Telecommunications Technician  
Telecommunications Technician Trainee  
CalTrans Heavy Equipment Mechanic  
Heavy Equipment Bodyworker/Painter  
Lead Heavy Equipment Bodyworker/Painter  
Heavy Equipment Mechanic Correctional Facilities  
CalTrans Heavy Equipment Mechanic-Leadworker  
Heavy Equipment Mechanic

## **2.27 Monthly Payroll Conversion CalTrans:**

CalTrans employees who are currently on a negative/semi-monthly payroll cycle will be transitioned to a negative **monthly** payroll cycle three months after ratification of the agreement. To assist employees with the transition, CalTrans will issue eligible employees a one-time supplemental payment equivalent to the employee's semi-monthly gross salary but not to exceed \$1200 (*pro-rated for seasonal and less than full-time employees*). This is subject to tax withholdings.

## **3.1 Health Benefits:**

Upon ratification, or on the first day of the pay period following ratification, whichever comes later, the established flat dollar amount(s) shall be increased to the amounts computed on January 1, 2016; the state shall contribute \$562 per month for coverage of an eligible employee, \$1128 per month for employee plus one dependent, and \$1469 for employee plus two or more dependents. The flat dollar amounts shall be increased to the amounts computed on January 1, 2017 pursuant to the formulas in 3.1 paragraph 2 (80% of the weighted average) for 2018 and 2019. Dental benefit employer contribution rate for 2016: \$37.28 for employee only; \$65.09 for employee plus one dependent; and \$94.09 for employee plus two or more dependents. No improvements for rural health coverage.

## **4.3 Footwear:**

The State will add all CHP and CDCR classifications that are permanent full-time employees on payroll as of April 1 of each year to the \$82 footwear reimbursement annually or \$164 every 2 years.

## **4.4 Protective Clothing:**

CDCR will provide overalls or coveralls to all employees represented by BU12.

## **10.17 Cash out of Vacation/Annual Leave:**

Increases the number of hours that can be cashed out to 80 from the current 20.

## **11.14 Prefunding of Postretirement Benefits:**

**July 1, 2017 Employee** contributes an additional 1.4% for a total of 1.9%

**July 1, 2018 Employee** contributes an additional 1.4% for a total of 3.3%

**July 1, 2019 Employee** contributes an additional 1.3% for a total of 4.6%

## **11.XX Employer 80/80 Contribution for Retiree Health Benefits:**

For employees hired on or after January 1, 2017, the employer contribution for each annuitant shall not exceed 80 percent of the weighted average of the Basic health benefit plan premiums. For each employee or annuitant with enrolled family members, the employer contribution shall not exceed 80 percent of the weighted average of the additional premiums required for enrollment of those family members.

## **12.2 Overtime Meal Allowance:**

Increase in overtime meal allowance from \$6 to \$8 for CalTrans and CDCR.

## **12.8 Uniform Reimbursement – CalFire:**

Increase the allowance to \$670 (from \$470).

## **12.9 Uniform Reimbursement – DPR:**

Increase the allowance to \$670 (from \$470).

## **23. Duration**

July 1, 2015-July 1, 2019