

# Unit 12 Tentative Agreement of December 13, 2016

Section 2.2 Salaries: 3.5% General Salary Increase effective January 1, 2017  
3.5% General Salary Increase effective July 1, 2017  
3.5% General Salary Increase effective July 1, 2018  
3.5% General Salary Increase effective July 1, 2019

Section 2.X Special Salary Adjustments:

Effective January 1, 2017 5% salary adjustment for:

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

Effective January 1, 2017 5% salary adjustment 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~~

Heavy Equipment Mechanic Correctional Facilities  
Caltrans Heavy Equipment Mechanic-Leadworker  
Heavy Equipment Mechanic

Effective July 1, 2017 2% salary adjustment, effective July 1, 2018 2% salary adjustment, effective July 1, 2019 1% salary adjustment for:

Tree Maintenance Lead Worker  
Tree Maintenance Worker  
Tree Maintenance Lead Worker-Caltrans

Tree Maintenance Worker-Caltrans  
Lead Structural Steel Painter  
Structural Steel Painter  
Structural Steel Painter Apprentice  
Plumber Supervisor  
Plumber III (CF)  
Plumber II (CF)  
Plumber I (CF)  
Plumber II  
Plumber I  
Locksmith I  
Locksmith I (CF)

**Section 2.27 Monthly Payroll Conversion Caltrans**

Effective July 1, 2020, Caltrans employees who are on a negative/semi-monthly payroll cycle will be transitioned to a negative monthly payroll cycle. To assist employees during the transition, Caltrans will issue eligible employees a one-time supplemental payment of \$1,200.00 (prorated for seasonal and less than full-time employees) fifteen days after the implementation date. The amount will be subject to tax withholdings and is excluded from compensation for the purposes of retirement contributions.

**Section 3.1 Health and Welfare:**

Upon ratification the flat dollar amounts for 2017 shall be \$559 per month for employee only, \$1,125 for employee plus one dependent, and \$1,462 per month for employee plus two or more dependents. The flat dollar amounts shall be increased or decreased as appropriate pursuant to the formulas in Section 3.1 paragraph 2 (80 % of the weighted average) for January 2018, 2019, and 2020. Dental benefit rates for January 1, 2017: \$38.72 for employee only, \$67.61 for employee plus one dependent, and \$97.72 for employee plus two or more dependents.

**Section 4.3 Footwear:**

CHP- will reimburse all permanent full-time Unit 12 employees on payroll as of April 1, 2017 \$82 each year or \$164 for every two years.

CDCR- will reimburse all permanent full-time Unit 12 employees on payroll as of April 1, 2017 \$82 each year or \$164 for every two years.

**Section 4.4 Protective Clothing:**

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

**Section 10.17 Cash Out of Vacation or Annual Leave:**

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

**Section 11.14 Prefunding of Postretirement Health Benefits (OPEB):**

July 1, 2017 employee contributes an additional 1.0 percent for a total of 1.5 percent.

July 1, 2018 employee contributes an additional 1.0 percent for a total of 2.5 percent.

July 1, 2019 employee contributes an additional 1.0 percent for a total of 3.5 percent.

July 1, 2020 employee contributes an additional 1.1 percent for a total of 4.6 percent.

**Section 11.XX Employer 80/80 Contribution for Retiree Health Benefits "New Hires":**

**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.**

**Section 12.2 Overtime Meal Allowance:**

**Caltrans and CDCR-effective the pay period following ratification, the allowance will increase to \$8.**

**Section 12.8 Uniform Reimbursement CalFire:**

**Increase the allowance to \$670 from \$470 effective January 1, 2017.**

**Section 12.9 Uniform Reimbursement DPR:**

**Increase the allowance to \$670 from \$470 effective January 1, 2017.**

**Section 23 Duration:**

**July 1, 2015-July 1, 2020**

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