

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT  
FOR BARGAINING UNITS 1, 3, 4, 11, 14, 15, 17, 20, AND 21**

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**Exclusive Employee Representative:  
Service Employees International Union (SEIU) Local 1000**

**Number of Employees:** Approximately 106,982 full-time equivalents

**General Provisions**

**I. Compensation**

**General Salary Increase (GSI) (Article 11.1)**

- Effective July 1, 2023, all SEIU employees shall receive a three percent (3%) GSI.
- Effective July 1, 2024, all SEIU employees shall receive a three percent (3%) GSI.
- Effective July 1, 2025, all SEIU employees shall receive a three percent (3%) GSI.
  - At the time of the May Revision to the 2025-2026 Governor's Budget, if the Department of Finance projects sufficient excess funding, then the General Salary Increase in 11.1.A.3 of this MOU shall be four percent (4.0%) on July 1, 2025.
  - The determination of sufficient excess funding shall be at the sole discretion of the Director of the Department of Finance based on the following considerations:
    - The Director of the Department of Finance determines the state revenue is sufficient to fully fund all existing statutory and constitutional obligations, and existing fiscal policy, including all budget adjustments and known cost increases.
    - The Director of the Department of Finance determines that sufficient excess funding is available to fully fund the cost of providing the additional 1.0% percent increase for all eligible employees.
  - In the event the Director of the Department of Finance determines sufficient excess funding is available, the State shall provide notice to the Union and shall meet and confer

with the Union upon request regarding the impact of that determination.

- In the event the Director of the Department of Finance determines that sufficient excess funding is not available, at their sole discretion, the Article 11.1.A.3 General Salary Increase of three (3.0%) shall become effective on July 1, 2025, for all eligible employees.

### **Special Salary Adjustment (SSA)**

#### **Wage Equity Adjustment (11.5)**

- Various low paying classifications in bargaining units (BU) 1, 4, 11, 14, 15, and 20 will receive a four percent (4%) SSA on July 1, 2023.

#### **BU 1 (Article 11.1.1)**

- Effective July 1, 2023, employees in the following classifications shall receive an SSA percent increase as listed:
  - Driver Safety Hearing Officer (4.0%)
  - Conservancy Project Development Analyst II (15.76%)
  - Conservancy Project Development Analyst I (15.78%)
  - Public Land Management Specialist IV (3.25%)
  - Public Land Management Specialist III (15.75%)
  - Public Land Management Specialist II (15.80%)
  - Public Land Management Specialist I (10.29%)
- Effective July 1, 2023, employees in the following general classifications shall receive an SSA of two and one-half percent (2.5%)
  - Workers' Compensation Compliance Officers, Aviation Safety Officer II, Insurance Rate Analysts.
- Effective July 1, 2023, employees in the following general classifications shall receive an SSA of five percent (5.0%):
  - Correctional Case Records Analysts, Hearing Reporters, Payroll Specialist, Personnel Specialists, Legal Assistants and Analysts, Health Facilities Evaluator Specialists, Financial Institutions Examiners, Tax Auditors, Business Taxes Specialists, Public Utility Financial Examiner IV, Environmental Planners, Transportation Planners, Conservancy Project Development Specialist, Right of Way Agents, Coastal Program Analysts, Research Data Specialists and Analysts, Health Facilities Evaluators, Insurance Compliance Officers, Employment

Program Representatives, Disability Insurance Program Representatives.

**BU 3 (Article 11.1.3)**

- Effective July 1, 2023, employees in the following general classifications shall receive an SSA of five percent (5.0%):
  - Teachers, Substitute Teachers, Teacher Specialists.

**BU 4 (Article 11.1.4)**

- Effective July 1, 2023, employees in the following general classifications shall receive an SSA of five percent (5.0%):
  - Secretaries, Mailing Machines Operators II, Dispatcher-Clerks, Library Technical Assistants, Health Record Technician II, Senior Motor Vehicle Technician, Tax Technicians, Lottery Ticket Sales Senior Specialist, Control Cashiers, Senior Benefit Program Specialist, Senior Pension Program Representative, Program Technician III, Sr. Word Processing Technician.

**BU 11 (Article 11.1.11)**

- Effective July 1, 2023, employees in the following general classifications shall receive an SSA of five percent (5.0%):
  - Plant Quarantine Inspector, Agricultural Pest Control Specialist, Water Resources Engineering Associate, Water Resources Technicians, Civil Engineers, Material and Research Engineering Associate, Steel Inspectors, Bridge Architectural Trainee/Assistant/Associate, Construction Supervisors & Inspectors, Seismological Instrument Technicians, Transportation Engineering Technicians.
  - Supervising Laboratory Assistant I (5.55%).

**BU 14 (Article 11.1.14)**

- Effective July 1, 2023, employees in the following general classifications shall receive an SSA of five percent (5.0%):
  - Printing Trades Production Coordinator, Webfed Offset Press Operators, Bookbinders, Printing Plant Machinist, Printing Trades Assistant II.

### **BU 15 (Article 11.1.15)**

- Effective July 1, 2023, employees in the following general classifications shall receive an SSA percent increase as listed:
  - Cook Specialists (5.0%)
  - Correctional Supervising Cook (5.0%)
  - Custodian II (6.61%)
  - Laundry Supervisor (4.0%)

### **BU 17 (Article 11.1.17)**

- Effective July 1, 2023, employees in the following general classifications shall receive an SSA of five percent (5.0%):
  - Health Facilities Evaluator Nurses, Nurse Evaluators, Health Services Specialists, Public Health Nurses, Nurse Practitioners.

### **BU 20 (Article 11.1.20)**

- Effective July 1, 2023, employees in the following general classifications shall receive an SSA of five percent (5.0%):
  - Clinical Laboratory Technologists, Certified Nursing Assistants, Resident Care Specialists, Transportation Coordinators, Readers, Night Attendants, Counselor Orientation Center for the Blind.

### **BU 21 (Article 11.1.21)**

- Effective July 1, 2023, employees in the following classifications shall receive an SSA of five percent (5.0%):
  - Private Postsecondary Education Senior Specialist, Nursing Education Consultant, Transportation Programs Consultant.

## **Miscellaneous Compensation Increases**

### **All Units**

#### **ASL Proficiency Incentive (New 11.XX)**

- Effective the pay period following ratification by both parties, in order to further encourage the immersion of School for the Deaf employees into the Deaf culture and community, employees who pass an evaluation of ASL proficiency level and who are not currently eligible

for bilingual pay, will receive a one-time payment up to six hundred dollars (\$600) for each proficiency level passed. There are three eligible proficiency levels.

## **Unit 1**

- Increased and modified Pay Differential 211 addressing Personnel and Payroll Specialist Annual Bonus for recruitment and retention purposes. Section 11.25.1.
- Expanded Pay Differential 126 - Professional Certification Bonus to include specific employees performing oversight and auditing functions of multistate insurers for employees who hold or obtain Certified Financial Examiner or American Financial Examiner certifications. Section 11.30.1.
- Expanded Pay Differential 412 – Health and Human Services Agency Local Budget Preparation, to include the Health Program Specialist II classification. Section 11.32.1.
- Established a new pay differential for various classifications at the California Department of Education for staff employed in local budget preparation. New section in Article 11 – Salaries.
- Established a new pay differential for the California Department of Social Services for recruitment and retention purposes. New section in Article 11 – Salaries.
- Expanded Pay Differential 63 – Incident Response for the California Department of Forestry and Fire to include Unit 1 Fair Labor Standards Act Exempt employees. New section in Article 11.

## **Units 1 and 4**

### ***Lottery Sales Bonus (11.27.1, 11.27.4)***

- Increased Pay Differential 75, by twelve percent (12%), and updated eligibility and pay-out language.

### ***DIR Education Pay Differential (New 11.XXXX.4)***

- Established a new five percent (5%) educational pay differential for various classifications for the California Department of Industrial

Relations when the employee obtains a certificate of completion from a California-recognized court reporting school.

## **Units 1 and 20**

### ***Recruitment and Retention Differential Translators & SSA at the School for the Deaf (Section 11.New)***

- Effective the pay period following ratification by both parties, Support Services Assistant I (Interpreter) and Translators at the State Special Schools for the Deaf campuses in Fremont and Riverside will receive a monthly pay differential of ten percent (10%).

## **Unit 3**

### ***Porterville Developmental Center Pay Differential (Unit 3 NEW)***

- Effective the pay period following ratification by both parties, Bargaining Unit 3 members in three classifications at the Porterville Developmental Center will receive a \$500 per pay period pay differential to help with recruitment and retention.

### ***Coaching Differential (Unit 3 22.10.3)***

- Effective the pay period following ratification by both parties, Bargaining Unit 3 members who coach sports listed in section 22.10.3 at California's School for the Blind and School for the Deaf will receive an increase in their coaching differential of approximately ten percent (10%).

## **Unit 4**

### ***Recruitment and Retention – Senior Legal Typist and Legal Secretary (New 11.XXX.4)***

- Effective the first day of the pay period following ratification by both parties, Pay Differential 141 will be updated to add Sacramento and Fresno Counties to the Location section.

## **Unit 11**

### ***Diving Pay (11.43.11)***

- Effective the first day of the pay period following ratification by both parties, increase the diving pay differential from \$12 per diving hour to \$25 per diving hour.

### ***Water Resources Technician II Differential (11.48.11)***

- Effective the first day of the pay period following ratification by both parties, increase the monthly differential by \$50 and expand the qualified courses of study to qualify for the monthly differential.

### ***Transportation Engineering Technician Differential (11.49.11)***

- Effective the first day of the pay period following ratification by both parties, increase the monthly differential by \$50 and expand the qualified courses of study to qualify for the monthly differential.

### ***Phlebotomy Differential (11.50.11)***

- Effective the first day of the pay period following ratification by both parties, increase monthly pay differential from \$125 to \$250.

## **Unit 15**

### **Custodian Alternative Range for Medical Cleaning (New Section 11.XX.15)**

- Due to the complexity required to achieve the highest standards of hospital level cleaning, the State shall establish an alternate range for employees in the Custodian I (Class Code 2011) and Custodian II (Class Code 2003) classifications who are employed by the California Correctional Health Care Services (CCHCS), California Department of Corrections and Rehabilitation (CDCR), California Department of Veterans Affairs (CALVET), California Prison Industry Authority (CALPIA), Department of Development Services (DDS) or the Department of State Hospitals (DSH).
- Effective the first day of the pay period six (6) months following ratification by both parties, the minimum and maximum salaries of the new alternate range will be established at ten percent (10%) higher than Range A of the current Custodian I classification (Class Code 2011) and ten percent (10%) higher than current range for Custodian II classification (Class Code 2003). Movement between Alternate Range A for Custodian I and the new alternate range shall be based on Rule 599.681 and movement between the current range for Custodian II and the new alternate range shall be based on Rule 599.681.

### **CDCR Food Services Staged Pay Differential (New Section 11.XXX.15)**

- Effective the first day of the pay period following ratification by both parties, employees who are employed in the classifications of Food Service Technician I (2194), Food Service Technician II (2193), Cook Specialist I (2185), Cook Specialist II (2184), Food Service Worker I (Safety) (2198), Food Service Worker II (Safety) (2199), Food Service Supervisor I (2258), Cook Specialist II (Correctional Facility) (2186), and

Correctional Supervisor Cook (Correctional Facility) (2183) shall be eligible for a staged pay differential as follows:

- 2% after passing probation in an eligible classification.
- 3% after completion of working in the eligible classification for twelve (12) months (for a total of 5%).
- 1.50% after completion of working in the eligible classification for twenty-four (24) months (for a total of 6.50%).

## **Unit 17**

### **Seniority Pay Differential (New Section 11.XXX.17)**

- Establishes a seniority pay differential for BU 17 employees in classifications (9275, 8094, 8165 and 8011) with 17 or more years of state service. This pay differential will be effective July 1, 2024, and will be phased in based on the following schedule:
  - Two percent (2%) on March 1, 2023, for employees with 17 or more years of state service.
  - Three percent (3%) on July 1, 2023, for employees with 20 or more years of state service.
  - Four percent (4%) on July 1, 2024, for employees with 23 or more years of state service.
  - Five percent (5%) on July 1, 2025, for employees with 25 or more years of state service.
- The above percentages are non-cumulative.

### **Educational Differential (Section 11.57.17)**

- Bargaining Unit 17 employees in the following classifications, who successfully complete the equivalent of fifteen (15) qualifying semester units or the equivalent of collegiate level job-related courses in a college or university of recognized standing shall be given an educational differential of seventy-five (\$75) per month:
  - Registered Nurses (8165)
  - Registered Nurses (Forensic Facility) (8094)
  - Registered Nurse (Correctional Facility) (9275)
  - Surgical Nurses I (8130)
  - Health Services Specialists (8160) and 9699).

**Health Facilities Evaluator Nurse LA County Travel Incentive – California Department of Public Health (Section 11.59.17)**

- Effective July 1, 2023, Health Facility Evaluator Nurses, employed at the California Department of Public Health who report to work in Los Angeles County for forty (40) hours or five (5) days within a qualifying pay period will receive a two hundred and fifty dollars (\$250) travel incentive per qualifying pay period.

**Unit 20**

**Workforce Stability Stipend (New Section 11.XX.20)**

- Effective July 1, 2023, Bargaining Unit 20 employees in the Certified Nursing Assistants classification, class code 8185, employed at Veterans Home of California – West Los Angeles and Veterans Home of California – Yountville, are eligible to accrue a Workforce Stability Stipend up to a maximum of nine thousand dollars (\$9,000). Employees shall accrue two hundred and fifty dollars (\$250) for each qualifying period during 6-month eligibility periods. Pay is processed in six payments of up to fifteen hundred dollars (\$1,500) in January 2024, August 2024, January 2025, August 2025, January 2026, and August 2026.

**Assistant Technology Specialist Pay Diff (New Section 11.XX.20)**

- Effective the pay period following ratification by both parties, Assistant Technology Specialist as DSH-Napa and DVA-Yountville will receive a monthly pay differential of five percent (5%).

**Department of Developmental Services, Porterville Developmental Center – Support Services Assistants Interpreter Pay Differential (Unit 20) (New Section 11.XX.20)**

- Effective the first pay day of the pay period following ratification by both parties, Bargaining Unit 20 employees located at Porterville Developmental Center in the Support Services Assistant Interpreter classification position will receive a pay differential of fifteen hundred dollars (\$1,500) per month.

**Unit 21**

**Professional Development (Section 12.14.21)**

- Effective the first day of the pay period following ratification by both parties, Bargaining Unit 21 classifications will receive an increase to their reimbursement for membership dues in job-related professional societies or associations from \$75 to \$200 per fiscal year.

## II. Health Benefits

### **Employer Contribution for Active State Employees (Section 9.1.3)**

- The state's monthly benefit contribution for Bargaining Unit 3 employees shall continue to be a flat dollar amount equal to 80 percent of the weighted average of the basic health benefit plan premiums of the four largest enrolled basic health plans. For each employee with enrolled family members, the employer shall continue to contribute an additional flat dollar amount equal to 80 percent of the weighted average of the additional premiums. The flat dollar amounts shall be adjusted as appropriate pursuant to the formulas on January 1, 2024, January 1, 2025, and January 1, 2026.

### **Out-of-State Supplemental Health Care Program (Section 9.4)**

- The current program, \$1,200 per year, will expire on at the end of the November 2023 pay period. Effective with the December 2023 pay period, employees who are headquartered out-of-state and enrolled in a CalPERS sponsored Preferred Provider Organization health plan because they cannot enroll in a CalPERS sponsored HMO plan, will receive a monthly payment based on their health plan party code enrollment:
  - Party Code 1 = \$200,
  - Party Code 2 = \$250,
  - Party Code 3 = \$300.

### **Supplemental Health Benefits Contribution (New Section 9.X)**

- All health benefits-eligible SEIU Bargaining Unit employees will receive an additional monthly amount of up to one-hundred sixty-five dollars (\$165) towards the monthly employer health benefits contribution.

## III. Post-Employment Benefits

### **Prefunding of Other Post-Employment Benefits (OPEB) (Section 9.24)**

- Effective on the first day of the pay period following ratification, the employees' monthly contributions shall decrease from 3.5 to 3.0 percent to prefund OPEB.
- Effective July 1, 2024, and each July thereafter, the contribution percentages will be adjusted based on the actuarially determined total normal cost. If the total normal costs increase or decrease by more than half a percent from the total normal cost contribution in effect at that time, the employer and employee contribution percentages will be increased or decreased July 1 each fiscal year thereafter, to maintain a 50 percent cost sharing of actuarially determined total normal costs. The

increase or decrease to the employer or employee contribution shall not exceed 0.5 percent per year.

#### **IV. Miscellaneous**

##### ***Electronic Device Access (New Section 2.X)***

- CDCR and CCHCS will allow SEIU Local 1000 executive board members and one steward, per watch, per worksite, institution or facility to bring an authorized cellular device within the security areas of worksites, institution or facilities for the purpose of SEIU representation upon written notification and approval of the Appointing Authority.

##### ***Bereavement Leave (Section 8.3)***

- Increased the number of days from three to five to incorporate recent statutory changes.

##### ***Union Leave (Section 8.6)***

- Increased union reimbursement rates payable to the State for authorized Union Leave. Reimbursement rates shall be increased from the current rate of thirty-five percent (35%) by two percent (2%) each year of the Agreement.

##### ***Business and Travel Expenses (Section 12.1 and New Appendix S)***

- During the term of this contract the State shall implement a business and travel expense reimbursement program that includes adopting the federal standard meal and incidental expense rate and lodging rates established by the federal General Services Administration (GSA). This shall include:
  - Adopting the federal standard meal and incidental expense (M&IE) rate established by the GSA at time of travel for in-state and out-of-state travel;
  - Adopting federal standard and non-standard reimbursement rates at time of travel for in-state, out-of-state, and out-of-country lodging;
  - Simplifying current reimbursement policy and administration and providing up to 75 percent (75%) of the federal standard rate established by the GSA for M&IE on the first and last day of travel;
  - Eliminating the state's long-term travel reimbursement rates and adopting the federal standard M&IE reimbursement rates for long-term

meals, and receipted lodging shall be reimbursed up to the maximum federal standard and non-standard reimbursement rates.

**Transportation Incentives (Section 12.4)**

- Effective the first day of the pay period following ratification by both parties, employees working in areas served by mass transit will be eligible for a 100 percent (100%) discount on public transit passes up to the exclusion amount provided by the Internal Revenue Service (IRS).
- Effective the first day of the pay period following ratification by both parties, employees riding in vanpools or driving vanpools will be eligible for a 100 percent (100%) reimbursement of the monthly fee up to the exclusion amount provided by the IRS.

**Uniform Replacement Allowance (Sections 12.11, 12.11.15, 12.11.20)**

- Effective the first pay day of the pay period following ratification by both parties, the uniform replacement allowance increases to six hundred and fifty dollars (\$650) per year for employees who are required to wear a uniform as a condition of employment, when the State does not provide a uniform.
- Section 12.11.15 also increased the safety footwear allowance from \$100 to \$165.

**Unit 3**

**California Department of Corrections and Rehabilitation, Office of Education, Career and Technical Education (Unit 3 Appendix C)**

- Effective the pay period following ratification by both parties, Bargaining Unit 3 teachers in the Career and Technical Education Program at the California Department of Corrections and Rehabilitation will have the ability to supplement education with years of experience in a trade and/or completion of trade school to move up through the salary schedule.

**V. Duration**

- July 1, 2023, through June 30, 2026. The union ratification process is anticipated to be completed on or about September 19, 2023.

**VI. Fiscal**

- Fiscal Year 2023-24 Cost: \$635.9 million (\$291.4 million General Fund)

- Total 4-Year Incremental Cost: \$1,581.4 million (\$730.7 million General Fund)
- Total 4-Year Budgetary Cost: \$4,862.7 million (\$2,241.3 million General Fund)

## VII. **Agreement**

- The complete Tentative Agreement between the state and SEIU Local 1000 is posted on the [Contracts Section on the CalHR Website.](#)