

SUMMARY OF COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 6

Exclusive Employee Representative: California Correctional Peace Officer Association (CCPOA)

Number of Employees: Approximately 24,498 full-time equivalents

General Provisions:

I. Compensation

General Salary Adjustment

- Effective July 1, 2025, all Bargaining Unit (BU) 6 classifications shall receive a general salary increase of three percent (3%).
- Effective July 1, 2027, all BU 6 classifications shall receive a general salary increase of three percent (3%).
- In order to address budget short falls, the parties agreed to a Personal Leave Program 2025 (PLP 2025) located in Sideletter #11.

PLP 2025 Program (Sideletter #11)

- Effective with the July 2025 pay period through the June 2027 pay period.
- Three percent (3%) pay reduction for all BU 6 employees.
- 5 hours credited monthly for the PLP 2025 Program, except as follows:
 - Fire Captain (9001), Range L and M (192 Hour Schedule) = 7 hours
 - Fire Captain (9001), Range N and P (216 Hour Schedule) = 7 hours

Prefunding of Post-Retirement Health Benefits (Section 10.21)

- Notwithstanding Government Code sections, 22940, 22942, 22943, 22944, 22944.2, 22944.3, and 22944.5, the employer's monthly contribution for prefunding other post-employment benefits for the 2025-26 and 2026-27 fiscal years of four percent (4%) is suspended and shall not be contributed by the employer from July 1, 2025 through June 30, 2027. The employees' monthly contribution of four percent (4%) of pensionable compensation for prefunding other post-employment will continue uninterrupted.

Retention Differential for Hard-to-Keep/Fill Institutions (Section 15.19)

- Effective the first day of the pay period following ratification and approval of the MOU, new and current BU 6 employees who work at Salinas Valley

State Prison, California State Prison, Sacramento, or R.J. Donovan will be eligible to accrue a \$10,000 retention differential, payable in two (2) payments during the term of the MOU. For the first payment, BU 6 employees shall receive \$416 for each qualifying pay period worked between July 2025 and June 2026, to be paid in a single lump sum during the month of July 2026. For the second payment, BU 6 employees shall receive \$416 for each qualifying pay period worked between July 2026 through June 2027, to be paid in a single lump sum during the month of July 2027.

Location Incentive Bonus (Section 15.22)

- Effective the first day of the pay period following ratification of this agreement by both parties, cadets who accept work at one of the eligible institutions listed below will be eligible to receive a \$5,000 location incentive bonus, payable in two (2) payments, upon graduation from the academy and reporting to the institution if the following applies:
 - a. The institution is 50 or more miles away from their current home address, and
 - b. They are required to relocate from their home address.
 - c. They are required to provide substantiation of their address change and move within one hundred twenty (120) days of reporting to the institution.
- The first payment of \$2,500 will be provided upon graduation from the academy and the second payment of \$2,500 will be provided within thirty (30) calendar days of reporting to the institution.

Eligible Institutions:

Salinas Valley State Prison (SVSP)
California State Prison, Sacramento (SAC)
R.J. Donovan Correctional Facility (RJD)
Kern Valley State Prison (KVSP)
Pelican Bay State Prison (PBSP)
High Desert State Prison (HDSP)
San Quentin State Prison (SQ)
California State Prison, Los Angeles County (LAC)
California State Prison, Corcoran (COR)

Housing Stipends and Recruitment/Retention Incentives (Section 15.02)

Housing Stipends:

- Effective the first day of the pay period following ratification and approval of the MOU, Salinas Valley State Prison will no longer be eligible for the housing stipend.
- Effective the first day of the pay period following ratification and approval of the MOU, employees employed at the Correctional Training Facility by September 8, 2025 will continue to receive the housing stipend. Employees hired after September 8, 2025, will no longer be eligible to receive the housing stipend.

Recruitment and Retention Incentives:

- Effective the first day of the pay period following ratification and approval of the MOU, employees at Salinas Valley State Prison will be eligible for the recruitment and retention incentive of \$2,600, payable in two (2) semi-annual payments of \$1,300.
- After September 8, 2025, new hires and transfers at Avenal, Calipatria, Centinela, and Ironwood State Prisons are not eligible for the recruitment and retention incentive.

II. Health Benefits

Health, Dental, Vision (Section 13.01 and 13.02)

- The State's monthly health benefit contribution for each employee shall continue to be a flat dollar amount equal to 80 percent (80%) of the weighted average of the basic health benefit plan premiums of the four largest enrolled basic health plans. The flat dollar amounts shall be increased or decreased as appropriate pursuant to the formula on January 1, 2026, January 1, 2027, and January 1, 2028.
- Remove the language that during their first twelve months, new BU 6 employees are not eligible to enroll in the Union-sponsored fee-for-service plan.

III. Miscellaneous

Class B Driver's License (Section 8.06)

- Language was added clarifying that BU 6 employees with a Class C License and/or a Class C License with a Firefighter endorsement are and have been eligible for the Commercial Driver's License pay differential.

Personnel Investigations (Section 9.09)

- Enhancements were made to this section outlining notice requirements when a BU 6 employee is ordered to attend an interview by CDCR, which now includes routine reviews. The entire section was also rearranged to make it flow better, and headers were added to clearly identify topics within the section.

Sideletter #XX (Regarding Section 9.09 Routine Review Notice and Training and Agreed Upon Standardized Questions)

- Provides that Section 9.09 Notice Training for Routine Review process will be completed no later than January 1, 2026. During the transition period, the Department will endeavor and make every effort to use the same or similar forms consistent with investigative processes to provide notice pursuant to Section 9.09. There will also be coordination with the local CCPOA chapter on the availability of appropriate representation by a local BU 6 Job Steward consistent with Section 2.07 (Stewards' Rights).
- No later than 60 days after reaching total tentative agreement, the parties agree to meet and work collaboratively to come to an agreement on standardized questions that can be asked of a BU 6 employee without Section 9.09 notification by their first or second line supervisor related to expediting local incarcerated person/parole grievances.

Random Substance Testing Program (Section 9.13)

- The parties recognize California law, specifically AB 2188 (Chapter 392, Statutes of 2022), which protects California employees from discrimination based on their off-duty, off-site cannabis use. As such, the parties agree correctional facilities, units, offices, and anywhere BU 6 employees work and interact with supervised/incarcerated individuals will be maintained as a drug-free workplace, consistent with the California Penal Code. Balancing an employer's right to maintain a safe and secure workplace and BU 6 employee's statutory right to choose to use cannabis off-duty, the parties agree to remove the testing requirement for marijuana/cannabinoids (THC) from the random testing panel.
- The testing requirement for marijuana/cannabinoids (THC) under the Federal Motor Carrier Safety Administration's annual minimum testing for covered drivers with a commercial driver's (Class C) license or Class C driver's license with a Firefighter endorsement will remain in place.

Video Recordings (Section 9.16)

- Within ninety (90) days of ratification and approval of the MOU, for routine matters, BU 6 employees will be granted the opportunity to review Audio/Visual Surveillance Systems (AVSS) data from an institutional fixed camera(s) of an incident they were involved in either prior to or after writing and submitting their initial incident report to the extent operationally and technologically feasible.

Post and Bid by Seniority for Correctional Counselor Is (Section 20.03)

- Language added providing a maintenance process for post and bid selections.

Correctional Counselor II Specialists Work Schedules and Vacation Leave (New Sections 20.XX.1 & 2)

- Specifies work schedules and establishes a process for this classification to submit vacation leave requests annually.

Reception Center Correctional Counselor I Casework Completion (New Section 20.XX.3)

- Parties will work together during the term of the MOU to improve and shorten the current timeframes in which Reception Center (RC) Correctional Counselors (CCs) are completing cases.
- Management will explore whether there are additional technological aids that could assist in alerting CCs that cases are ready for workup and keep CCPOA apprised of those efforts.

CDCR Transportation Unit Assignments and Hours (Section 23.01)

- Establishes a standard work schedule of five eight-hour days, or four ten-hour days.
- Establishes that overtime will be assigned by seniority order within a Hub and within Extradition.
- Language also provides recourse when the voluntary overtime process is not followed.

Camp Voluntary Overtime (Section 25.03)

- Clarifies the process for voluntary overtime for Camp Officers.
- Language also provides recourse for what happens when the voluntary overtime process for Camp Officers is not followed.

Camp Involuntary Overtime (New Section 25.XX)

- Establishes an involuntary overtime process for Camp Officers.
- Language also provides recourse for what happens when the involuntary overtime process for Camp Officers is not followed.

Sideletter #7 Regarding Wounded Warriors Transitional Leave Act

- Language added to incorporate changes to Government Code Section 19859, effective January 1, 2019, regarding credit for leave of absences for illness and injury.

Sideletter #XX Regarding Sections 15.02, 15.19 and 15.22

- Within the first six months of the MOU, the parties will reopen Sections 15.02, 15.19 and 15.22 to analyze the various differentials and incentives to determine which incentives, differentials, and locations promote recruitment and retention goals, taking into consideration current challenges related to high vacancy and/or hard-to-fill locations.

Sideletter #XX Regarding Compensatory Time Off Program Workgroup

- The workgroup will be comprised of the current TeleStaff Workgroup members, CDCR program Support Unit, and CDCR Human Resources.
- The purpose of the workgroup is to explore the potential for implementing a Compensatory Time Off Program that would allow eligible BU 6 employees with less than 640 hours of vacation/annual leave to elect to receive compensatory time off (CTO) in lieu of cash for working overtime.

Sideletter #XX Regarding No Furlough

- For the term of the MOU, July 3, 2025, through July 2, 2028, the State will not implement a Furlough Program.

Sideletter #XX Drug Interdiction

- Within thirty (30) days of the agreement/MOU, the parties will meet and come to an agreement regarding CDCR Notice #24-166-0/CCPOA NG# 72904.

Sideletter #XX Regarding Twelve-Hour Shift Workgroup

- Establishes a workgroup to explore the potential for transition to twelve-hour shifts at an institution or institutions (no more than three during the term of the MOU selected and agreed upon by the workgroup).

- Lists topics that the workgroup will discuss to determine changes needed to implement the twelve-hour shifts.
- Provides for trial(s) to be implemented and the reopening of MOU sections required to effectuate changes.
- If the workgroup does not agree to implement trial(s) of twelve-hour shifts at any institution within the first eighteen months of the first workgroup meeting (or longer period if mutually agreed upon), the workgroup shall be disbanded.

IV. Duration (Article 27.03)

- July 3, 2025, through July 2, 2028.

V. Term

- Effective the first day following ratification and approval of the MOU. The union ratification process will be complete July 2025.

VI. Fiscal

- Fiscal Year 2025-26 Savings: \$88.4 million (\$88.4 million General Fund)
- Total 4-Year Incremental Cost: \$149.6 million (149.6 million General Fund)
- Total 4-Year Budgetary Cost: \$608.1 million (\$608.1 million General Fund)

VII. Agreement

- The complete Tentative Agreement between the state and CCPOA is posted at [CalHR](#)