

Bargaining Unit 1 - Professional Administrative, Financial and Staff Services Summary of Unit-Specific Tentative Agreements

Going into this bargaining season, Unit 1 members identified the following priorities in town hall meetings, surveys and communications with the bargaining team:

- Pay parity
- Increasing the travel per diem
- Across-the-board salary increases
- Retirement Security
- No Furloughs or PLPs

Recruitment and Retention Committee

This provision establishes a new Recruitment and Retention (R&R) Committee with members from Unit 1 and the State that will review ten of our classifications, or the series where necessary, per year. The R&R Committee will determine if compensation and benefits are adequate and, when appropriate, recommend equity adjustments to the director of the California Department of Human Resources (CalHR). (Article 11.XX.1)

Business and Travel

Unit 1 has been fighting to increase the meager travel per diems for a number of years. At long last, after many testimonies of how inadequate the travel per diems were, the state took a baby step in increasing the amounts for meals across the board and increasing amounts for lodging in high cost areas, except for Alameda County. (Article 12.1)

Disability Evaluation Analysis (DEA) Workload Committee

This provision was set to sunset at the expiration of the current contract. Because of continuing concerns with the DEA classification in the Disability Determination Services (DDSD), we successfully continued the Joint Labor Management Committee (JLMC) (in partnership with Unit 4) concerning ongoing issues with workload, training, overtime, productivity and career development. (Article 5.16.1)

Employment Development Department (EDD) Permanent Intermittent (PI) Conversion and Ratio

After hearing concerns expressed from the Unit 1 members in the EDD regarding increases in the amount of PIs EDD wanted to hire, we successfully negotiated an across-the-board standard of no more than twenty percent (20%) of PIs in either the Employment Program Representative (EPR) or Disability Insurance Program Representatives (DIPR) in any branch at the EDD. (Article 18.2.1)

EDD Determinations Scheduling Standard

After vigorous discussions with the State, we successfully maintained our no more than 40 separations a week workload cap despite attempts to eliminate the cap by EDD. (Article 13.15.1)

Budget Solutions Task Force

Unit 1 has played a large role in the fight to eliminate the States wasteful practices of constant outsourcing. To this end, we successfully extended the life of the Budget Solutions Task Force in this contract. Unit 1 will play a large role in the ongoing Task Force to achieve real savings by reviewing and analyzing private vendor contracts. The Task Force will also reduce the use of outsourced work that can be done more efficiently and at less expense by state employees. (New Article)

California State Lottery (CSL) Sales Incentive Bonus

After many hours of negotiations including expert testimony from both sides of the table, the State agreed to a relatively small inclusion of language signifying that the CSL would notify the Union when changes were to be made to the "Sales Incentive Bonus." This language is representative of the States promise to meet with Unit 1 over issues with the bonus. (Article 11.27.1)