

BU 10 IMPLEMENTATION PLAN (April 5, 2024)

ARTICLE	IMPLEMENTATION PLAN	NEEDS LEGISLATIVE APPROVAL	STATUS QUO OR CHANGE
ARTICLE 1			
1.1 Recognition	Existing MOU language for Section A and B only, gender neutral		Status Quo
ARTICLE 2			
2.1 Salaries	3% General Salary Increase for all BU10 employees effective January 1, 2024	Yes	Change
2.2 Merit Salary Adjustments	Existing MOU language		Status Quo
2.3 Night Shift Differential	Existing MOU language		Status Quo
2.4 Bilingual Differential Pay	Existing MOU language		Status Quo
2.5 Timely Payment of Wages	Existing MOU language		Status Quo
2.6 Staff Specialist Compensation	Existing MOU language with gender neutral and non-persable for Pepra members		Change to bring into compliance with the law
2.7 Diving/Climbing Pay	Existing MOU language with clarification it is non-persable		Status Quo
2.9 Alternate Range 40	Existing MOU language		Status Quo
2.10 Recruitment and Retention Differentials	Existing MOU language with clean up language		Status Quo
2.11 Out-of-State Pay Differential	Existing MOU language		Status Quo
2.12 Lump Sum Leave Cash Out Upon Separation	Existing MOU language with clean up language		Status Quo
2.13 - Intentionally Left Blank	NA		
2.14 Operational Availability Incentive Program - DWR	Existing MOU language with clean up language		Status Quo
2.15 Salary and Alternate Range Disclosure	Existing MOU language		Status Quo
2.16 Range Change Deferral	Existing MOU language		Status Quo
2.17 Educational Pay Differential	Existing MOU language		Status Quo
ARTICLE 3			
3.1 Vacation Leave	Existing MOU language incorporating 2020 side letter leave cap into this section and adding it can be taken in 15-minutes increments	Yes	Status Quo and a minor change
3.2 Sick leave	Existing MOU language with adding the definition per law	Yes	Status Quo and the law
3.3 Family Medical Leave Act	Existing MOU language		Status Quo
3.4 Bereavement Leave	Existing MOU language with additional language to incorporate changes in the law.		Change to bring into compliance with the law
3.5 Parental Leave	Existing MOU language with gender neutral	Yes	Status Quo
3.7 Unpaid Leave of Absence	Existing MOU language		Status Quo
3.8 Jury Duty	Existing MOU language with additional clarification		Status Quo
3.9 Non-Industrial Disability Leave	Existing MOU language	Yes	Status Quo
3.10 Catastrophic Leave	Existing MOU language	Yes	Status Quo

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3.11 Work and Family Program - Transfer of Leave Between Family Members	Existing MOU language with clean up language on definitions	Yes	Status Quo
3.12 Catastrophic Leave - Natural Disaster	Existing MOU language	Yes	Status Quo
3.13 Annual Leave	Existing MOU language incorporating 2020 side letter leave cap into this section and adding leave can be taken in 15-minutes increments	Yes	Status Quo and a minor change
3.14 Enhanced Non-Industrial Disability Insurance - Annual Leave	Existing MOU language with gender neutral	Yes	Status Quo
3.15 Blood Donation	Existing MOU language		Status Quo
3.16 Mentoring Leave	Existing MOU language with gender neutral		Status Quo
3.17 Mentoring Leave Authorization-Sciences Fairs	Existing MOU language		Status Quo
3.18 Precinct Election-Paid Time Off	Existing MOU language		Status Quo
3.19 Voluntary Personal Leave Program	Existing MOU language with gender neutral		Status Quo
3.20 Personal Leave Program 2011	Existing MOU language		Status Quo
3.23 Personal Leave Program 2020	Existing MOU language and adding 2020 PLP Side Letter in section		Status Quo
3.XX (3.24) Additional Sick Leave Benefits for Current State Employees Injured while on Active Service	Existing 2018 Side Letter moving into section		Status Quo and law
ARTICLE 4			
4.1 Holidays	Existing MOU language with gender neutral	Yes	Status Quo
ARTICLE 5			
5.1 Health, Dental, Vision	Existing MOU language		Status Quo
5.2 Employee Assistance Program	Existing MOU language with adding EAP contact information		Status Quo
5.3 Medical Monitoring	Existing MOU language, first paragraph only		Status Quo
5.4 Employee Injury on the Job	Existing MOU language with gender neutral		Status Quo
5.5 Independent Medical Examinations	Existing MOU language with gender neutral		Status Quo
5.6 Enhanced Industrial Disability	Existing MOU language with gender neutral	Yes	Status Quo
5.7 Flex-Elect Program	Existing MOU language		Status Quo
5.8 Pre-Tax of Health/Dental/Vision Premiums	Existing MOU language		Status Quo
5.10 Pre-Retirement Death	Existing MOU language	Yes	Status Quo
5.11 Accidental Death/Dismemberment Benefits - Department of Fish and Wildlife	Existing MOU language	Yes	Status Quo
5.13 Health Promotion Activities	Existing MOU language		Status Quo
5.14 Organ and Bone Marrow Donation	Existing MOU language		Status Quo
New 5.XX (5.15) Lactation Accommodation	New language which is consistent with the law		Change to be in compliance with law
ARTICLE 6			
6.1 Business and Travel Expenses	Existing MOU language	Yes	Status Quo
6.2 Moving Expenses	Existing MOU language		Status Quo

ARTICLE	IMPLEMENTATION PLAN	NEEDS LEGISLATIVE APPROVAL	STATUS QUO OR CHANGE
6.3 Business Equipment, Materials and Supplies	Existing MOU language		Status Quo
6.4 Uniform Replacement	Existing MOU language	Yes	Status Quo
6.5 Damage of Personal Items	Existing MOU language		Status Quo
6.6 License Renewal Fees	Existing MOU language	Yes	Status Quo
6.7 Safety Footwear	Existing MOU language		Status Quo
New 6.8 Overtime Meal Allowance (moved from 8/23/2019 Side Letter into it own provision)	Existing MOU language		Status Quo
ARTICLE 7			
7.1 Meal Period	Existing MOU language		Status Quo
7.2 Alternative Work Schedule	Existing MOU language with format changes		Status Quo
7.3 Overtime Scheduling	Existing MOU language		Status Quo
7.4 Call Back Time	Existing MOU language		Status Quo
7.6 Duty Officer - Department of Toxic Substances Control	Existing MOU language with gender neutral		Status Quo
7.7 Work Week Group Definitions and Compensation	Existing MOU language incorporating two side letters into this section		Status Quo
7.8 On-Call Assignments - Department of Fish and Wildlife	Existing MOU language with format changes and clarification		Status Quo
7.9 Arduous Duty Differential for FLSA Exempt	Existing MOU language		Status Quo
7.11 Telework Stipend Program	Existing 2023 side letter moving into section		Status Quo
7.13 On-Call Assignments - Public Health	Existing MOU language incorporating rounding practice		Status Quo
ARTICLE 8			
8.0 Retirement	Existing MOU language		Status Quo
8.1 -Miscellaneous/Industrial - First Tier members: First Tier A (2% at age 55), First Tier B (2% at 60), and (PEPRA) First Tier (2% at 62) Formulas/Contribution Rate/Final Compensation Earnable	Existing MOU language to include PLP 2020 side letter		Status Quo
8.2 Retirement Safety Members: State Safety A Formula (2.5% at 55), State Safety B Formula (2% at age 55and Public Employees' Pension Reform (PEPRA Sate Safety Formula (2% at age 57)	Existing MOU language to include PLP 2020 side letter		Status Quo
8.3 Second Tier Retirement Plan (New)	Existing MOU language		Status Quo
8.4 Savings Plus Program	Existing MOU language with cleanup on offered programs		Status Quo
8.6 Enhanced Industrial Retirement	Existing MOU language	Yes	Status Quo
8.7 Public Employees' Pension Reform Act of 2013 (PEPRA)	Existing MOU language with gender neutral		Status Quo
8.8 Tax Treatment of Employee Retirement Contributions.	Existing MOU language		Status Quo
8.9 Prefunding of Postretirement Health Benefits	Existing MOU language with gender neutral and deletion of language no longer needed from PLP side letter		Status Quo
8.10 Employer Contribution for Retiree Health Benefits	Existing MOU language		Status Quo

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8.11 Post-retirement Health and Dental Benefits Vesting	Existing MOU language with clean up and clarifying dates		Status Quo
ARTICLE 9			
9.1 Purpose	Existing MOU language		Status Quo
9.2 Definitions	Existing MOU language		Status Quo
9.3 Time Limits	Existing MOU language		Status Quo
9.4 Waiver of Steps	Existing MOU language		Status Quo
9.5 Presentation	Existing MOU language		Status Quo
9.6 Informal Discussion	Existing MOU language with gender neutral		Status Quo
9.7 Formal Grievance - Step 1	Existing MOU language with increase in timeframes		Status Quo with additional timeframes
9.8 Formal Grievance - Step 2	Existing MOU language with increase in timeframes		Status Quo with additional timeframes
9.9 Formal Grievance - Step 3	Existing MOU language with increase in timeframes		Status Quo with additional timeframes
9.10 Formal Grievance - Step 4	Existing MOU language with increase in timeframes and adding CalHR grievance email		Status Quo with additional timeframes
9.11 Response	Existing MOU language		Status Quo
9.13 Health and Safety	Existing MOU language for A, B 1-2 only		Status Quo minus arbitration
ARTICLE 10			
ARTICLE 11			
ARTICLE 12			
ARTICLE 13			
13.9 State-Owned Housing Rental and Utility Rates	Existing MOU language	Yes	Status Quo
ARTICLE 14			
ARTICLE 15			
15.1 Release Time for State Civil Service Examinations	Existing MOU language with gender neutral		Status Quo
15.2 Performance Appraisal	Existing MOU language with gender neutral		Status Quo
15.3 Training	Existing MOU language with gender neutral and grammar corrections	Yes	Status Quo
15.4 Certification or Registration	Existing MOU language		Status Quo
15.6 Professional Papers	Existing MOU language with sentence structure changes		Status Quo
15.7 Volunteer Training	Existing MOU language		Status Quo
15.8 Professional Society Dues	Existing MOU language	Yes	Status Quo
15.9 Professional Conferences	Existing MOU language		Status Quo
15.10 Professional Development	Existing MOU language with clarification of when PDD is available		Status Quo
15.11 Licensure and Certification – Continuing Education – Licensed Veterinarians (includes Licensed Veterinarian Specialist)	Existing MOU language with the addition of associated membership and gender neutral		Status Quo
ARTICLE 16			

ARTICLE	IMPLEMENTATION PLAN	NEEDS LEGISLATIVE APPROVAL	STATUS QUO OR CHANGE
16.1 Layoff and Reemployment	Existing MOU language		Status Quo
16.2 Reducing the Adverse Effects of Layoff	Existing MOU language		Status Quo
16.3 Change in Work Location	Existing MOU language with gender neutral		Status Quo
16.5 Hardship Transfer	Existing MOU language with the additional of gender neutral and clarification language		Status Quo
ARTICLE 17			
17.1 Classification Changes	Existing MOU language A, B and E only		Status quo minus arbitration
17.2 Out-of-Class Grievance Process	Existing MOU language only for A, B, C 1-4, D 1-5 with gender neutral and F for Pepra members only	Yes	Change to bring into compliance with law. Status quo minus arbitration
ARTICLE 18			
18.1 Permanent Intermittent Appointments	Existing MOU language with gender neutral	Yes	Status Quo
ARTICLE 19			
19.1 Request for Reinstatement after AWOL Separation	Existing MOU language except change to reflect implemented terms	Yes	Status Quo
19.2 Incompatible Activities	Existing MOU language with making only grievable to department level		Status Quo
19.3 Personnel and Evaluation Materials	Existing MOU language with gender neutral		Status Quo
19.4 Release Time for State Personnel Board	Existing MOU language	Yes	Status Quo
19.6 Transportation Incentives	Existing MOU language A-F only, added paragraph headers	Yes	Status Quo
19.7 Group Legal Services	Existing MOU language	Yes	Status Quo
ARTICLE 20			
APPENDIX			