Yesterday, the Governor’s office announced contract agreements with four unions – the Highway Patrol (CHP), the Firefighters (CDFF), the Association of Psychiatric Technicians (CAPT), and the American Federation of State, County, and Municipal Employees (AFSCME) – involving 23,000 state employees. All agreements include a wage reduction, together with the pension reforms. Although you may have seen this general news story, we understand that labor relations professionals need detailed descriptions of the agreements, and you can see the details at the State Department of Personnel Administration’s Web site.

For new employees, this includes:

- A roll-back of the 1999 pension formula changes –
  
  CHP: 3% at 55 (from current 3% at 50)
  CDFF: 3% at 55 (from current 3% at 50)
  Safety: 2% at 55 (from 2.5% at 55)
  Miscellaneous: 2% at 60 (from 2% at 55).

- Calculating the retirement wage rate based on highest three years instead of the highest year.
For current employees, the employee’s contribution to pension benefits increases to a minimum of 10% for all employees. This increased contribution varies depending on the current rate – from a current low of 6% to a new 11%.

In addition, according to the Governor’s press release, all the unions agreed to one day of unpaid personal leave per month during the fiscal year, the equivalent of just under a 5% pay cut. Each agreement has different provisions and various means of achieving the non-pension related matters. Visit the State Department of Personnel Administration’s Web site for an outline of the four agreements.

Comment

These agreements are significant, and they continue the statewide trend of establishing a tier of pension benefits for new employees and increasing employee contributions for current employees. If the other state units follow this trend, the projected savings for California for the next fiscal year would total $2.2 billion, $1.2 billion in General Fund.

2010 Annual Training Conference

Put on your platform shoes and get ready to hustle back to 1975 as we celebrate CALPELRA’s 35th anniversary this November 16-19. Together we’re looking back, moving forward, and stayin’ alive!

The 2010 Annual Conference Program Committee has finalized the 2010 Annual Conference program. The 2010 Conference program is now available on our Web site. Program sessions include…

- De-Mystifying The Interactive Process
- Bargaining Your Way Through 2011’s Continuing Economic Crisis
- Health Care Reform And Practical Implications For Public Agencies
- Raising The Bar On Employee Accountability
- Furloughs And Layoffs
- Legally Reducing Overtime Expenditures
- Negotiating Pension Benefits, Retiree Medical, And Vested Rights

Registration Now Open
Current Academy Schedule

June 22, 2010
Labor Relations Academy 1
The Foundation Of Labor Relations
CarrAmerica Conference Center,
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July 13, 2010
SPECIAL! Combined One Day Event
Labor Relations Academy 6: Bargaining Your Way Through Economic Crisis
AND
Labor Relations Academy 7: Impasse And Unilateral Adoption During Economic Crisis
Visalia Convention Center
303 E. Acequia, Visalia, California 93291

September 14, 2010
Labor Relations Academy 2
The Arbitration Process
Centre at Sycamore Plaza
5000 Clark Avenue, Lakewood, California 90712

November 15, 2010
NEW! Labor Relations Academy 6
Bargaining Your Way Through Economic Crisis
Monterey Marriott Hotel
350 Calle Principal, Monterey, California 93940

November 16, 2010
NEW! Labor Relations Academy 7
Impasse And Unilateral Adoption During Economic Crisis
Monterey Marriott Hotel
350 Calle Principal, Monterey, California 93940

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