

06/21/2021

**AFSCME and the State Reach a
Tentative Agreement on the New Contract
(Subject to Membership Approval)**

AFSCME and the State reached an agreement this afternoon. A complete summary of all changes will be forwarded to members for review and approval. We are hoping to issue ballots within the next week or so. This tentative agreement is subject to approval by members only. If you are not a member and are interested in voting, please use the link at the end of this notice.

The Negotiation Team is recommending a YES vote!

Term of the Agreement shall be from July 1, 2020 to June 30, 2023. This is a 3 year agreement.

Highlights of the new agreement include, but not limited to:

General Salary Increase

- 5.06% effective July 1, 2021
- 2.50% effective July 1, 2022

American Rescue Plan: Federal funding for essential workers

- The parties agree that when federal and state guidelines are released regarding essential worker premium pay, the state will meet and confer with Bargaining Unit 19 to determine the impact on BU 19 members.

Special Salary Adjustments

- Effective July 1, 2022, Adoption Specialist (Class Code 9423) will receive a one time special salary adjustment of 8%:
- Effective July 1, 2022, Individual Program Coordinator (9890, 9897) will receive a one time special salary adjustment of 2.5%:
- Effective July 1, 2022, the maximum of the salary for the classifications below shall be adjusted by increasing the maximum of the salary range by percentage identified below. Employees at the old maximum salary range for a minimum of twelve (12) qualifying pay periods shall receive an increase. Employees at the old maximum salary rate for less than twelve (12) qualifying pay periods shall receive a new salary anniversary date based on qualifying service. Qualifying service toward the twelve (12) qualifying pay periods shall be in accordance with CalHR Rules 599.682(b) and 599.687. All other employees shall retain their salary and merit salary anniversary date (MSA).

a. 8% for the following classes:

- i. Pharmacist I (7982, 7659)
- ii. Physical Therapist I (8280, 9281, 8315)
- iii. Physical Therapist II (8277)

b. 4% for the following classes:

- i. Child Nutrition Assistant (2159)
- ii. Child Nutrition Consultant (2160)

- iii. Public Health Nutrition Consultant (2162, 2166)
- iv. Registered Dietitian (2167, 2172, 9279)

c. 2.5% for the following classes:

- i. Audiologist I (8273, 8299)
 - ii. Speech Pathologist I (8279, 8309)
 - iii. Speech Pathologist II (8278)
 - iv. Behavior Specialist I (9823)
 - v. Behavior Specialist II (9824)
- The State and AFSCME will establish a committee to study the following classifications and will mutually decide on appropriate special salary adjustments to become effective July 1, 2023. These special salary adjustment decisions should not interfere with the classification reviews or recommendations developed by the joint labor management committee in Article 15.15. Salary adjustments and related benefits shall not exceed 0.75% of payroll for AFSCME as of June 2020. The committee and study will focus on class definition, typical tasks, minimum qualifications of the class specification; Class Consolidation; Severity of the inequity; Recruitment and retention issues; Number of existing employees. The study will be completed no later than July 1, 2023.
 - a. Senior Vocational Rehabilitation Counselors (all classes)
 - b. Licensing Program Analysts (all classes)
 - c. Occupational Therapist (all classes)
 - d. Rehabilitation Therapist (all classes)
 - e. Physician Assistant

Night Shift and Weekend Shift Differential

- Effective July 1, 2021, the differential rate will change to \$1.65 per hour for night shift.
- Effective July 1, 2021, the differential rate will change to \$1.35 per hour for scheduled weekend work.
 - For Rehabilitation Therapist in DDS and State Hospitals:
 - Effective July 1, 2021 the differential rate will change to \$1.65 per hour if they work four hours or more between 4pm and midnight and effective July 1, 2021, the rate will increase to \$2.00 if they work 4 hours or more between 12 midnight and 6am.

Bilingual Differential Pay

- Effective July 1, 2021, the differential rate will increase to \$200 per monthly pay period, including holidays.

BALLOTS WILL BE SENT TO YOU VIA THE EMAIL AFSCME HAS ON FILE WITH YOU. THOSE WHO DON'T HAVE EMAILS ON FILE WILL BE SENT MAIL BALLOTS.

Click [HERE](#) to sign a Membership Card

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