

Summary of Changes in the CEA 2019-2022 Collective Bargaining Agreement

This simplified summary is provided only for convenient reference. For any questions, please refer to the exact wording of the collective bargaining agreement.

ARTICLE	CHANGE
3	Updated to comply with Janus
7.1-7.2	Updates workweek and OT requirements with the 40 hr workweek and 8hr days
7.6. F	OT ineligible employees working on a holiday will be credited with 8hrs of personal leave
7.8	Employees required to work a double shift won't be required to work longer than 16hrs in a 24hr period
7.12	No more than 8hrs of holiday pay shall be allowed for any given holiday on an alternate workweek schedule
7.14	An employee who works in excess of 45 hrs in a workweek shall be eligible for flextime credits retroactive to 42 hrs of work in the week, instead of the original 40. Also, no more than 16 hrs in a single day can count towards the 45hr threshold
8.1-8.8, 8.13	Updates leave accrual, usage, etc with the 40 hr workweek instead of 37.5, and removes the cash in limit
8.9	Leave bank language modified to comply with Janus
8.10.4	All leave requests for a particular recipient shall be delivered to the Payroll Services Section
8.10.5	The total amount of donated leave credited to the employee's donated leave account shall not exceed 320 (instead of 300) hrs during the life of the current agreement.
13.1. B	The change to a 40hr workweek won't affect those on rate overrides due to the reduction of pay increments from 3.75% to 3.25%

13.4	Employees on standby who must stay home or periodically report their whereabouts shall receive 10 percent of 8hrs of the employee's hourly wage
13.8 .B,C, E	Allows an employee to receive a two or three step increase upon promotion, to be determined in accordance with Section 13.08B and C
14.1	Monthly employee contributions shall not exceed 12% of the premium contribution commencing January 1, 2020 and not to exceed 15% on January 1, 2021
14.06	Allows the State to explore a Healthcare Authority