

The California Department of Human Resources (CalHR), formerly the Department of Personnel Administration (DPA) was created in 1981 through a Governor's reorganization act to administer those aspects of the State personnel system that had become subject to collective bargaining under the Ralph C. Dills Act. CalHR represents the Governor as the "employer" in all matters pertaining to California State personnel employer-employee relations and is responsible for all issues related to salaries and benefits, job classifications, and training.

Since 1982, rank-and-file civil service employees in California State government have been covered by collective bargaining. The State's rank-and-file employees are divided into 21 bargaining units (BUs). A listing of all of the BUs and their respective contracts may be found on CalHR's Internet site by linking to: [21 BUs](#).

DFW rank-and-file employees are assigned to one of the following BUs:

- BU 1 (Professional, Administrative, Financial, and Staff Services)
- BU 2 (Attorneys and Hearing Officers)
- BU 4 (Office and Allied)
- BU 7 (Protective Services and Public Safety)
- BU 9 (Professional Engineers)
- BU 10 (Professional Scientific)
- BU 11 (Engineering and Scientific Technicians)
- BU 12 (Craft and Maintenance)
- BU 14 (Printing and Allied Trades)
- BU 15 (Allied Services)

The BU to which an employee is assigned is determined by the employee's job classification; for example, Fish and Game Wardens are all assigned to BU 7, which is represented by the California Statewide Law Enforcement Association, whereas Biologists and Environmental Scientists are all assigned to BU 10, which is represented by the California Association of Professional Scientists.

Each BU is represented by an employee labor organization; in some cases the same employee labor organization represents multiple units. These "exclusive representatives" negotiate wages, hours, and other terms and conditions of employment for their respective members directly with the State management team. CalHR leads the management bargaining team composed of labor relations personnel from other departments, including representatives from DFW's Labor Relations Office.

The goal of negotiations between State management team and the "exclusive representatives" is to reach agreement on a contract covering a specified time period. The contract, also called a collective bargaining agreement or memorandum of understanding (MOU), spells out the terms and conditions of employment for that particular unit, including any pay or benefit increases. The new contract is implemented only after it has been ratified by the membership, approved by the Legislature, and signed by the Governor.

State law provides that the terms of the expired agreement shall continue until it is replaced by a new MOU. For the most updated information on current collective bargaining issues, please link to <http://www.calhr.ca.gov>.