

GOVERNOR'S VETO
AB 1677 (McKinnor)
As Enrolled September 14, 2023
2/3 vote

SUMMARY

Requires the University of California at Berkeley Labor Center (UCB Labor Center) to undertake a study of the existing salary structure and provide recommendations for alternative models, if applicable, as applied to rank-and-file scientists in State Bargaining Unit 10 (BU 10), among other provisions.

Senate amendments make a typographical correction.

Governor's Veto Message

"This bill's requirements to implement any increase in compensation resulting from the study effectively circumvents the collective bargaining process and limits the state's ability to consider various economic factors that impact the state or BU 10 members when proposing compensation packages during negotiations."

COMMENTS

1) Background

Under existing law, the California Department of Human Resources (CalHR) is required to establish and adjust salary ranges for each class of position within the state civil service subject to any merit limits, and that the salary range be based on the principle that like salaries must be paid for comparable duties and responsibilities. In establishing or changing these ranges, consideration must be given to prevailing rates for comparable service in other public employment and private business, and the CalHR must not make adjustments that require expenditures in excess of existing appropriations that may be used for salary increases, but may make a change in a salary range retroactive to the date of application of the change. In addition, at least six months before the expiration of a memorandum of understanding (MOU) or immediately upon reopening negotiations under the existing MOU, the CalHR must submit a report containing its findings relating to the salaries of employees in comparable occupations in private industry and other governmental agencies, to the meeting and conferring parties, and to the Legislature.

This bill requires the UCB Labor Center to undertake a study of the existing salary structure and provide recommendations for alternative models, if applicable, as applied to rank-and-file scientists in State Bargaining Unit 10 (BU 10), among other provisions.

2) Equity Solutions and Maximizing Benefits for Underserved and Marginalized Communities

Pursuant to House Resolution (HR) 39 (Gipson, 2021), to continue the Assembly's commitment to investing in equity solutions and maximizing benefits for underserved and marginalized communities, legislative analyses of the Assembly must discuss the equity impact that a bill will, or may, have on such communities, if any.

This bill does not present a particular focus towards addressing equity in relation to maximizing benefits for underserved or marginalized communities as articulated in HR 39.

3) *Please see the policy committee analysis for a full discussion of this bill.*

According to the Author

"This bill will allow both the California Association of Professional Scientists (CAPS) and the state to enter into negotiations with a more informed understanding of what is an appropriate starting point for salary negotiations and hopefully will lead to a "chipping away" at the salary lag that currently exists."

Arguments in Support

The California Association of Professional Scientists offer statements similar to those of the author.

Arguments in Opposition

None.

FISCAL COMMENTS

According to the Senate Appropriations Committee:

- 1) The UCB Labor Center indicates that it would incur a one-time General Fund cost of up to \$150,000 to conduct the study.
- 2) The CalHR anticipates that the bill could have a fiscal impact with respect to providing staff time and data to assist the UCB Labor Center. The magnitude has yet to be determined (General Fund).

VOTES

ASM PUBLIC EMPLOYMENT AND RETIREMENT: 5-1-1

YES: McKinnor, Addis, Haney, Stephanie Nguyen, Schiavo

NO: Vince Fong

ABS, ABST OR NV: Lackey

ASM APPROPRIATIONS: 11-4-1

YES: Holden, Bryan, Calderon, Wendy Carrillo, Mike Fong, Hart, Lowenthal, Papan, Pellerin, Weber, Ortega

NO: Megan Dahle, Dixon, Mathis, Sanchez

ABS, ABST OR NV: Robert Rivas

ASSEMBLY FLOOR: 65-12-3

YES: Addis, Aguiar-Curry, Alanis, Alvarez, Arambula, Bains, Bauer-Kahan, Bennett, Berman, Boerner, Bonta, Bryan, Calderon, Juan Carrillo, Wendy Carrillo, Cervantes, Connolly, Davies, Flora, Mike Fong, Friedman, Gabriel, Garcia, Gipson, Grayson, Haney, Hart, Holden, Irwin, Jackson, Jones-Sawyer, Kalra, Lee, Low, Lowenthal, Maienschein, McCarty, McKinnor, Muratsuchi, Stephanie Nguyen, Ortega, Pacheco, Papan, Pellerin, Petrie-Norris, Quirk-Silva, Ramos, Reyes, Luz Rivas, Robert Rivas, Rodriguez, Blanca Rubio, Santiago, Schiavo, Soria, Ting, Valencia, Villapudua, Ward, Weber, Wicks, Wilson, Wood, Zbur, Rendon

NO: Chen, Megan Dahle, Dixon, Essayli, Vince Fong, Gallagher, Mathis, Jim Patterson, Joe Patterson, Sanchez, Waldron, Wallis

ABS, ABST OR NV: Hoover, Lackey, Ta

SENATE FLOOR: 32-8-0

YES: Allen, Alvarado-Gil, Archuleta, Ashby, Atkins, Becker, Blakespear, Bradford, Caballero, Cortese, Dodd, Durazo, Eggman, Glazer, Gonzalez, Hurtado, Laird, Limón, McGuire, Menjivar, Min, Newman, Padilla, Portantino, Roth, Rubio, Skinner, Smallwood-Cuevas, Stern, Umberg, Wahab, Wiener

NO: Dahle, Grove, Jones, Nguyen, Niello, Ochoa Bogh, Seyarto, Wilk

ASSEMBLY FLOOR: 65-5-10

YES: Addis, Aguiar-Curry, Alanis, Alvarez, Arambula, Bains, Bauer-Kahan, Bennett, Berman, Boerner, Bonta, Bryan, Calderon, Juan Carrillo, Wendy Carrillo, Cervantes, Connolly, Davies, Flora, Mike Fong, Friedman, Gabriel, Garcia, Gipson, Grayson, Haney, Hart, Holden, Irwin, Jackson, Jones-Sawyer, Kalra, Lee, Low, Lowenthal, Maienschein, McCarty, McKinnor, Muratsuchi, Stephanie Nguyen, Ortega, Pacheco, Papan, Pellerin, Petrie-Norris, Quirk-Silva, Ramos, Rendon, Reyes, Luz Rivas, Rodriguez, Blanca Rubio, Santiago, Schiavo, Soria, Ting, Valencia, Villapudua, Ward, Weber, Wicks, Wilson, Wood, Zbur, Robert Rivas

NO: Megan Dahle, Vince Fong, Gallagher, Sanchez, Waldron

ABS, ABST OR NV: Chen, Dixon, Essayli, Hoover, Lackey, Mathis, Jim Patterson, Joe Patterson, Ta, Wallis

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