

# Attention Stockton PIP



## CAPT concludes Post and Bid Negotiations

Your CAPT representatives met yesterday with CHCF-Stockton management to negotiate the schedule change and our Post and Bid. CAPT is glad to report that the negotiations, which took a full day of bargaining, have concluded. Switching from a cycle schedule to set days off was a monumental endeavor; the task required creating a new Post and Bid from scratch. In the end, CAPT successfully achieved an equitable 70/30 split between watches, regular days off, and location. CAPT also secured our approved vacation days and Ad Hoc through the end of the year.

Provided below are the Post and Bid specifics, including shift times, format, and the tentative schedule for the Post and Bid. If you have any questions about the bid or the process, please reach out to your chapter president, Toni King, at **916-914-4818**.

### Shift Times and Vacancies

First Watch: 10 p.m. – 6 a.m. (60 vacancies)  
Second Watch: 6 a.m. – 2 p.m. (78 vacancies)  
Third Watch: 2 p.m. – 10 p.m. (76 vacancies)

As you know, our employer has the right to mandate when our shifts begin and conclude. Consequently, CAPT, concerned about delays, traffic, etc., could not persuade management against changing our shift times. Management was determined to keep shift times consistent among all staff. They did, however, agree to keep an open mind should the mass arrival of staff cause delays in reporting to work on time.

### Format

CAPT requested and management agreed to a walk-up bid.

### Tentative Post and Bid Schedule

The bid will begin with a seniority verification process. Management will post seniority scores on **July 12**. If you believe your seniority score is incorrect, you may challenge and dispute your score with management. Management will resolve disputed scores by **July 30**.

The Post and Bid list will be posted for seven days between **August 2 and 9**. Thereafter, appointments will be scheduled for a walk-up bid. Because of the logistical challenges present when switching from a cycle to a set day off schedule, management anticipates staff assuming their successful bid positions on **September 1**.

The remaining positions (management's discretionary 30 percent) will be posted separately and awarded by management at its discretion. These positions are not awarded by seniority. Staff interested in these positions must submit a letter of interest to management.