

# Summary of the State mandated worker compensation reduction side letter to the BU 18 2019-2022 Contract



## CALIFORNIA ASSOCIATION OF PSYCHIATRIC TECHNICIANS

Due to the Coronavirus Recession, which has caused significant reductions in state revenue, the State Legislature and governor mandated both a 10 percent reduction in state worker compensation and a postponement of all negotiated raises scheduled to take effect on or after July 1, 2020. Bargaining units were given until June 30, 2020, the day before the start of the 2020-21 fiscal year, to negotiate the terms of the compensation reductions. If CAPT had failed to negotiate an agreement on time, the governor would have unilaterally imposed the cuts, effective July 1, 2020. After many proposals, passes, and counter-proposals, CAPT and the State of California reached a side-letter agreement that significantly mitigates the economic loss to our base pay. Please note that the term of our contract was not extended. CAPT will be back at the bargaining table in 2022 to negotiate our next contract. The terms of the side letter are provided below. If you have any questions or concerns, please contact your chapter president.

### COMPENSATION REDUCTIONS

#### I. Personal Leave Program 2020

1. BU 18 employees will be subject to a monthly 16-hour PLP, equal to a 9.23% reduction (split between the two pay periods), effective the first July 2020 pay period through the June 2022 pay period.
2. Full-time employees will be credited with 16 hours of PLP through the duration of the program.
3. PLP must be used before any other leave except sick leave and requested in the same manner as vacation and annual leave (Article 6.2).
4. The PLP has a cash value if the leave is not granted before separation.
5. PLP shall be considered "time worked" for overtime purposes **only** if the employee is mandated to work overtime in the same week in which they used the PLP.
6. The PLP will not affect State employer contributions for health, vision, dental, flex-elect cash option, and enhanced survivor's benefits, nor will it cause a break in State Service or a reduction in our accumulation of service credit for seniority and retirement purposes. The PLP will neither affect our final compensation used in calculating state retirement benefits.
7. Part-time employees and permanent intermittent employees' PLP will be pro-rated accordingly.
8. Employees on NDI, ENDI, IDL, EIDL, or Workers' Compensation for the monthly pay period will be excluded from the PLP for that month.
9. PLP disputes are subject to the grievance procedure up to the CalHR level with no further appeals.

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## CAPT 2019-2022 Contract Side Letter Cont.

### II. Deferral of General Salary Increases

1. The July 1, 2020, 2.75% General Salary Increase, not funded in the 2020-2021 Fiscal Year State Budget, is suspended to July 1, 2022.
2. The July 1, 2021, 2.75% General Salary Increase is suspended to July 1, 2023.

▶ The weekend differential raise of fifty cents per hour scheduled to go into effect July 1, 2021, remains intact.

▶ Should the State acquire additional funding through federal legislation or increased state revenues, the Director of the Department of Finance may elect to restore some or all of the suspended pay items to BU 18 employees.

### MITIGATION OF 9.23% LOSS

CAPT's bargaining team negotiated with the State for over a month to mitigate the 9.23% economic loss of the PLP 2020 to our base pay. In so doing, CAPT was able to secure our 2.75% Jan. 1, 2020 GSI, as well as negotiate a two-year suspension of our 4% OPEB contribution, bringing the total PLP 2020 compensation loss down to 2.48%. CAPT also secured our July 1, 2020, 2.5% special salary adjustment, essentially zeroing out the total PLP compensation loss for much of the bargaining unit. Additionally, effective July 1, 2020, the minimum salary range for all BU 18 employees shall not be less than \$15 per hour, possibly benefiting PTAs, PTTs, and PT apprentices.

### CONTRACT MODIFICATIONS

CAPT took this opportunity to bargain additional sought-after modifications to contract provisions relating to vacation, overtime, and shift differentials.

Effective the October 2020 and 2021 bid cycle, BU 18 employees will have two additional vacations days for a total of 34. For the duration of the side letter, mandated BU 18 employees who find a volunteer "shall be rotated to the bottom of the overtime list regardless of how long they work." Last but not least, CAPT was able to make our shift differentials **PERSable, effective July 1, 2022**—the income will count toward compensation for the purposes of retirement at that time.

CAPT congratulates the bargaining team for their diligent work, turning a bad situation that called for no raises and two furlough days into a situation that held on to our Jan. 1 (retroactive) GSI, our special salary adjustments, and putting our OPEB contributions back into our paychecks. CAPT will be back at the bargaining table in 2022 to negotiate contract improvements concerning our salaries and working conditions.

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