

# Tentative Agreement Reached



After six grueling months of bargaining with the state of California, CAPT is pleased to report that a tentative agreement for a new contract (July 1, 2019 - July 1, 2022) was reached Dec. 13 at 3:09 a.m. CAPT's bargaining team, including the CAPT Board of Directors, Chief Negotiator Ann Lyles and CAPT Legal Counsel Sean Bedrosian, worked diligently with one goal in mind: to improve our contract with enhanced economic benefits, safety, working conditions, professional development, and to preserve critical provisions that enable PTs to strike a balance between their work and personal lives.

Provided here is a summary of the economic/benefit improvements. Detailed contract information, including other key provisions such as Post and Bid, Exchange of

Days Off, Mandatory Overtime, etc. will be discussed and explained at member contract ratification meetings at each chapter.

The contract covers everyone within Bargaining Unit 18, both members and non-members have the right to vote and ratify the newly bargained contract. Members, however, have the added benefit of attending ratification meetings to learn detailed contract information directly from their bargaining representatives.

CAPT headquarters will be mailing ballot materials to all addresses on file. If you need to update your address, please call **(800) 677-2278** as soon as possible. Keep in touch with your chapter for information and upcoming contract ratification meeting dates.

## Contract Highlights:

### Adjusted Pay Ranges (Article 4.2)

► Establishes, effective Jan. 1, 2020, a general salary increase of 2.75%, effective July 1, 2020, a GSI of 2.75%, and effective July 1, 2021, a final GSI of 2.75 percent.

► Effective the month following contract ratification, the top step of ranges B, C, Q, R, T, and U shall be adjusted by increasing the maximum salary by 2.5%. SPTs and PTs who have been at the top step for 12 months, shall receive the 2.5 % increase immediately. SPTs and PTs who were at the maximum salary rate for less than 12 months will receive a new salary anniversary date and receive the 2.5 % increase when they hit the 12-month mark.

► Effective the month following contract ratification, the maximum salary range for PTAs shall be increased by 2.5%. PTAs who have been at the top step for 12 months, shall receive the 2.5 % increase immediately. PTAs who were at the maximum salary rate for less than 12 months will receive a new salary anniversary date and receive the 2.5 % increase when they hit the 12-month mark.



### Weekend Differentials (Article 4.14, new)

Effective July 1, 2021, employees working a regularly scheduled weekend shift will receive a new weekend differential of \$.50 per hour for all regular shifts starting with PM/Third Watch beginning on Fridays through the NOC shift/First Watch ending on Mondays.

### Consolidated Benefits Program (COBEN) (Article 7.1)

The State will pick-up 80% of the health care increases effective on the first day of the pay period following union ratification of the contract. The state will pick-up 80% of the increases on Jan. 1, 2021, and Jan 1, 2022.