



BU 18 APPROVES TA!

Bargaining Unit 18 has voted overwhelmingly to approve the tentative contract agreement between CAPT and the state. In December, CAPT mailed ratification ballots and a summary of the contract changes to all BU 18 members on file. In early January, chapter ratification meetings were scheduled throughout the state so that unit members could hear directly from their bargaining team members about the changes made to the contract and how those changes would impact their working conditions, benefits, and wages before casting their ballot. The approval vote for ratifying the agreement was 96 percent strong.

“One of the core principles for any union is the premise that the Heart and Soul of a union is its membership,” said State President Eric Soto. “Well, the Heart & Soul of CAPT has spoken loudly and unquestionably in favor of this deal!”

The state Legislature and the governor must now approve our three-year contract (July 1, 2019 – July 1, 2022) agreement before taking effect. CAPT estimates that the state will approve our contract by mid-March. Once approved, our agreement and all of its provisions will take immediate effect, including the first General Salary Increase of 2.75 percent, as well as any retroactive increases dating back to January 1, 2020.

The bargaining road is never easy. Our three-year contract took six months to negotiate. As you may recall, bargaining didn’t start until mid-June, just weeks before our prior contract was set to expire. The delay was caused by a series of changes in personnel at CalHR. Once bargaining commenced, team members fought long and hard against the state on preserving several key provisions and on making necessary improvements.

On several occasions, team members left the table and headed back to their home chapters seeking direction, strategy, and resolve. After 16 sessions, and a legislative deadline looming to get a contract ratified by the end of 2019, CAPT negotiators stood resolute to not settle for a bad contract in the interest of expediency. The deadline for a contract at the end of 2019 passed, and team members returned to the table determined to take the time necessary to deliver acceptable wage increases and to preserve critical provisions Psych Techs have grown to rely upon to balance work with their personal lives.

CAPT’s bargaining team thanks everyone who voted and who attended their ratification meeting. It was by your support, patience, direction, and resolve that CAPT was able to deliver an acceptable agreement worthy of ratification.