



# CONTRACT NEGOTIATIONS

# 2025



## CAPT Bargaining Update

### Still in the Opening Phases, But Discussions Have Begun

May 6, 2025

April 30 concluded CAPT's first full month of bargaining with the State of California. While the bargaining process has just begun, the CAPT Bargaining Team has already crafted and passed proposals on MOU articles that directly impact our working conditions and quality of life, including 5.1 Overtime, 5.7 Exchange of Days, and 9.2 Post and Bid.

The State intends to curb or limit some key provisions of our current contract and has passed counters that fail to understand the job difficulties and pressures that BU 18 members face on a daily basis. However, CAPT's Bargaining Team remains steadfast in its mission to maintain and improve the contract protections and benefits that BU 18 depends on.

Negotiations Officially Began April 1. CAPT's Negotiating Team includes all 11 Chapter Presidents representing BU 18 across the State, as well as CAPT's Chief Contract Negotiator, Attorney Sean Bedrosian, and CAPT State President Eric Soto. Our team meets weekly in person at our Sacramento Headquarters, working in caucus between virtual negotiating sessions with the State.

Bargaining sessions this month have included numerous passes and proposals on provisions that shape our work lives and ensure fairness and safety on the job. All of your CAPT team members have voiced the reasons for our changes and shared stories from the job that demonstrate the necessity for improvements and stronger contract language.

**Our Goal:** A Strong Agreement With The Improvements And Benefits You Deserve! CAPT always aims to reach a Tentative Agreement before the expiration of the current contract. However, we will not trade away essential provisions to meet a deadline. CAPT will fight for a fair contract, no matter how long it takes to get it right at the table.

Our next bargaining sessions with the State are scheduled for Tuesdays and Wednesdays throughout the month of May. Member support during this time is critical; we can't do it alone! Stay connected with your fellow members and Chapter leadership, follow CAPT updates, and continue showing solidarity with your CAPT bargaining team.

Help us fight for your rights! Wear your CAPT gear! Together, We Bargain Stronger!