

CAPT Tentative Contract Agreement



Reached July 20, 2022

July 1, 2022 - July 1, 2025

Dear Bargaining Unit 18 Coworkers:

Provided herein for your review is a summary of the contract changes included in our July 20 tentative agreement. Contract provisions not listed in this document were rolled over from the previous contract.

The contract covers everyone within Bargaining Unit 18; members and non-members have the right to vote and ratify the newly bargained agreement.

Your Bargaining Team is recommending that you vote "YES" to ratify this agreement. Contract ratification meetings are being held for each chapter so that CAPT members can learn detailed contract information directly from their bargaining representatives. Contact your local chapter for ratification meeting dates and times or visit www.psychtechs.net.

Thank you for your continued support of your team and to the Californians we serve!

Solidarity forever,

A handwritten signature in black ink, appearing to read "Eric Soto".

Eric Soto
CAPT State President
(909) 214-4298

eric.soto@psychtechs.net

<https://www.facebook.com/statepres.soto/>

Economic Provisions

ARTICLE 4.2

Under the tentative agreement, all BU 18 employees will receive a 10.5% increase over the contract term in the form of scheduled general salary increases and special salary adjustments, as follows:

- ▶ July 1, 2022 -- 2.5% GSI (retroactive)
- ▶ July 1, 2023 -- 4% SSA for employees at the maximum salary rate for 12 months or more. Employees who reach their maximum salary rate after July 1, 2023, will receive their 4% SSA when they hit that 12-month mark.
- ▶ July 1, 2024 -- 4% SSA for employees at the maximum salary rate for 12 months or more. Employees who reach their maximum salary rate after July 1, 2024, will receive their 4% SSA when they hit that 12-month mark.

NEW ARTICLES

Other economic provisions include a longevity pay differential for licensed BU 18 classifications, which provides for a non-cumulative, structured pay differential, effective no earlier than January 1, 2023, of 2% for 17 years or more of state service, maxing at 5%, effective July 1, 2025, for 25 years or more of state service. The longevity pay is PERSable, effective on the first pay period six months after contract ratification.

Effective upon contract ratification, all full and part-time BU 18 employees employed on January 1, 2022, through the first pay period following contract ratification, will receive a Healthcare Facility Retention Pay in the form of a \$1,500 one-time payment in recognition of their essential work during the COVID-19 pandemic. Eligible employees are those who worked onsite during the pandemic for more than 50% of the time.

Effective July 1, 2022, all BU 18 employees will receive a Mental Health and Wellness stipend totaling \$2,400 to be paid in four \$600 installments by the end of 2024, as follows:

\$600 to be paid in January 2023, August 2023, January 2024, and August 2024.

APPENDIX B, Recruitment and Retention Differentials

Senior Psychiatric Technicians and Psychiatric Technicians will receive a monthly recruitment and retention pay differential at the four DSH state facilities with chronic double-digit vacancy rates, as follows:

Atascadero: \$400

Napa, Coalinga and Metro: \$200

ARTICLE 4.5, Shift Differential

Effective the first pay period following contract ratification, the NOC shift pay differentials, which have not been PERSable since 2013, are PERSable.

Non-economic Provisions

ARTICLE 4.3, Ranges

CAPT clarified the definition of acceptable courses qualifying for range advancement.

ARTICLE 4.9, Timely Payment of Wages

Employees who receive a salary advance will have the option of canceling their direct deposit or signing a repayment agreement. The TA establishes a Joint Labor-Management Committee with CDCR/CCHCS to resolve the ongoing problem of timely wages, with re-opener language in January 2023 if not resolved.

ARTICLE 5.4, Rest Periods

In CDCR, employees assigned to observation/supervision/suicide watch will be provided coverage for their rest periods.

ARTICLE 6.14, Work and Family Participation

Employees experiencing a family emergency related to domestic violence, child, or dependent abuse, shall not have their request for leave denied.

NEW ARTICLE, Voluntary Personal Leave Program (VPLP)

Interested permanent, full-time employees can volunteer for 1-day (eight hours) or 2-day (16 hours) personal leave per month with an equal reduction in pay.

ARTICLE 7.1, (CoBen)

The State agreed to pick up 80% of any increase in healthcare plans on January 1, 2023, 2024, and 2025.

ARTICLE 7.18, Transportation Incentives and Parking Raise

Effective the first pay period after contract ratification, employees driving in van-pools or driving van-pools shall be eligible for a 100% reimbursement of the monthly fee up to the current monthly exclusion amount provided by the IRS.

ARTICLE 8.7, Safety Retirement Study

Within one year from the date of contract ratification, the State shall conduct a safety retirement audit at the six STAR homes and six months after ratification at Canyon Springs.

ARTICLE 9.11 Performance Appraisal

Multiple categories of the performance appraisal shall not be marked "Improvement Needed" based on only one aspect of the employee's performance unless an explanation is provided for each category.

NEW ARTICLE, Floating

CAPT moved the floating language out of Article 9.2, Post and Bid, and established a new article exclusive to floating. The equitable floating list is still established; however, it gives more flexibility with that floating in consideration of the unit census, the workload or licensed versus unlicensed staff on duty.

ARTICLE 10.2, Infectious Disease

The State is now required to notify potentially exposed employees of an outbreak of infectious, contagious, or communicable disease identified at the worksite.

ARTICLE 10.5, Limited Duty

Limited duty assignments may include duties not normally performed by the employee, such as, but not limited to, filing, reviews and/or audits.

ARTICLE 11.5, CDCR/CCHCS Use of Intermittent and Retired Annuitants

The plan to implement the Departmental registry shall be established no later than June 2024.