



Contract Improvements over Expediency

CAPT's bargaining season officially kicked off on March 29, the date CAPT and the State exchanged contract proposals at a public ceremony commonly referred to as "sunshining." As previously reported, bargaining did not begin until June 17. The timeliness of our bargaining was delayed due to a series of leadership changes at CalHR. Despite these delays, your Bargaining Team members, led by State President Eric Soto and Chief Negotiator Ann Lyles, along with each chapter president, spent several days, 16 total, with the State at CAPT headquarters trying to iron out an agreement before this year's legislative deadline expired. CAPT was given just 60 days to agree on a contract that could be ratified by the members, and passed by the legislature before September 13, the last day for any bill to be passed before the interim recess.

Unfortunately, the delay made reaching an agreement this year virtually impossible. The team was resolute on not settling with a bad contract for the interest of expediency. CAPT's Bargaining Team will meet with the State at the table again on October 8, 9 and 10, as well as on October 15 and 16. CAPT's Bargaining Team is determined to fight the good fight until an agreement is forged that respects Psych Techs. The goal is to deliver acceptable wage increases and preserve the non-economic provisions that are so important to our members, such as Post and Bid and Exchange of Days off, provisions that provide a work/life balance for Psych Techs in state service.

Since our contract expired June 30, the 1.4 percent OPEB was implemented July 1. CAPT intends to bargain a raise to offset the OPEB deduction retroactively.

Once we do reach an agreement, we will follow the usual course of action, which is to conduct ratification meetings throughout the State. Once ratified by the members, CAPT can then take the contract in bill form to the State Legislature after the first of the year.

