



CONTRACT NEGOTIATIONS

2025



Governor Signs CAPT's MOU into Law!

2025–2028 Contract, It's Official

September 18, 2025

Just two days after CAPT members overwhelmingly ratified our Tentative Agreement with the State of California, Governor Newsom expeditiously signed SB 161, the legislation carrying CAPT's MOU language, into law. This action fully ratifies the agreement between CAPT (Bargaining Unit 18) and the State.

As reported September 16, CAPT members ratified the agreement with an impressive 92.9% vote in favor.

Our new Memorandum of Understanding has a three-year term from July 1, 2025, through July 1, 2028. All terms and conditions of our MOU are in effect unless specifically stated otherwise.

Notably, monetary items such as the 2025 GSI and the PLP program will not start until October 1, 2025, the first day of the month following ratification by both parties.

For more information on the new contract, please see the Contract Highlights published in the [July/August issue of Outreach](#) (page 9).

CAPT Headquarters is now preparing the new contract for online posting, printing, and mailing. Until then, members may review the complete [Tentative Agreement on the CalHR website](#).

This agreement marks a strong step forward for CAPT members. We thank our Bargaining Team, chapter leaders, and every member whose input, participation, and solidarity made this success possible. Together, we secured a contract that protects our rights, strengthens our profession, and delivers meaningful gains.

For contract related questions, please contact your local chapter leadership.