

OUTREACH

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California Association of Psychiatric Technicians



Welcome.

California Association of Psychiatric Technicians

The California Association of Psychiatric Technicians is a non-profit corporation serving as the exclusive representative of all employees in Psychiatric Technician Bargaining Unit 18 in California State Civil Service. CAPT is also the professional association for approximately 14,000 state-licensed Psych Techs who work in California programs serving people with mental illnesses and developmental disabilities. CAPT is represented by Lyles, Wiesmann, Pizzotti and Associates, Inc. The *Outreach* is CAPT's official publication and is printed at least six times each year. A digital archive of the *Outreach* is maintained at www.psychtechs.net.



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You may contact your
state and chapter
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contact information is
listed on page 4. Be sure to
leave your name, work location,
and phone number, as well as a
short explanation of your issue.



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CAPT's Interactive Magazine

If you are viewing the printed edition, point your smart phone's camera over the provided QR code for user interactivity and video content. Be sure to maximize video content for better viewing.



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Important Reminders

Adverse Action? Let us know!

If you get an adverse action, CAPT is here to help you! But we can't help you unless you contact us. So if you get an adverse action, contact your chapter office right away so that we can assist you in filing an appeal to the charges in a timely fashion.

Are you a CAPT member?

Over 90% of state-employed Psych Techs are CAPT union members. Are You? At 1 percent of your monthly salary, CAPT's dues structure is one of the lowest in the state's 21 bargaining units. The benefits CAPT members receive go far beyond contract-related benefits, such as bargaining and contract enforcement. Union members also receive union representation when their job or license is in jeopardy. CAPT's representational benefits offers its members on-the-job insurance.

Planning to retire soon?

Don't forget that CAPT offers its retired members insurance benefits similar to what it provides its active members. As a retired member, CAPT will continue to provide – \$5,000 in Accidental Death and Dismemberment coverage and \$5,000 in Life Insurance – without any age term.

Important: For your insurance to continue after your retirement – for only \$5 per month – you must contact CAPT Headquarters at (800) 677-2278 within 31 days of the last day in the month in which you retired. If you fail to do so, your policy will lapse and cannot be reinstated.

psychtechs.net

Check out our catastrophic leave list on our [website](http://psychtechs.net). Keep abreast of what's happening! CAPT updates its website frequently, making sure you have current information on state, department, and CAPT news, at your facility and statewide.



The President's View

CAPT elections promote workplace democracy, activism within our union

CAPT Brothers and Sisters,

Every two years, the California Association of Psychiatric Technicians holds elections at all our chapters throughout the state. The minimum requirements to run for office are that the prospective candidate is a CAPT member, and they must have completed CAPT Job Steward Training. Every two years is yet another wonderful example of how the union is the true workplace democracy.

A union is a collective of workers banding together for a common purpose. A union is made up of the workers themselves and is dependent on member participation. This election cycle has seen this process play out in four of our chapters. I want to thank every CAPT member who participated in this vital element of union activism. Thank you to all the candidates who ran for office and to all those members who cast a ballot.

One of my most fervent hopes is that with each election, the spark and inspiration to be an activist within your union and the labor movement remain.

As of today, CAPT has engaged in 25 sessions of contract negotiations. With every session, your CAPT bargaining team continues to fight and speak on behalf of our union brothers and sister throughout the state. The bargaining team remains focused on improving working conditions and securing the financial stability of CAPT members across the state. Negotiations continue with dates scheduled to be back at the table July 13, 19, and 20.

Solidarity Forever,

A stylized, 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/>

Eric Soto is a second-generation Psychiatric Technician and CAPT member. At nineteen, Soto began his Psych Tech career in 1998 at Metropolitan State Hospital. In 2005, Eric was appointed Chief Steward for the CAPT Metro Chapter. He was then elected Metro Chapter Vice President in 2008 before serving as Chapter Preasident in 2010. Soto served four consecutive terms as the chapter president. While at Metro, Soto became known for his sometimes militant and relentless representational style. He planned and coordinated numerous picketing campaigns, sometimes in conjunction with other bargaining units when warranted.

Eric was first elected CAPT State President in 2016. Soto has served over a decade on CAPT's negotiating team, fulfilling a vital role in bargaining four contracts between the State of California and CAPT. Additionally, Eric was instrumental in developing CAPT's Grievance Manager software and Advanced Steward Training program.

As a devout labor advocate, Soto is constantly seeking ways to improve his skills and ability to better represent his CAPT brothers and sisters, as evident by the continuing education he seeks in Labor Studies, personnel board hearings, and BVNPT hearings. Among other duties and responsibilities, chapter presidents manage a chapter membership program and organize steward training.



Results are In for CAPT CHAPTER ELECTIONS

Every two years, CAPT members hold chapter elections to determine who their officers will be. This year, elections were held for four chapters – *Coalinga, Southern Corrections, Patton and Stockton*. No other elections were held because either the current officers ran unopposed or there was no opposition to a new candidate. Officers officially took office as of 5 p.m. on May 18. The following is a list of all chapter officers for the current term of office – through mid-May, 2024. State officer elections will be held at the CAPT Annual Meeting in September. Results will be posted on the CAPT website following the meeting and will be published in *Outreach*.

- ◆ **ATASCADERO** – President Paul Hannula, Vice President Steve Wright, Secretary-Treasurer Tessa Hannula.
- ◆ **COALINGA*** – President Jaime Garcia, Vice President Kester Oudney, Secretary-Treasurer Michael Rivera.
- ◆ **COMMUNITY FACILITIES** – President Donald Cofer, offices of Vice President and Secretary are open; *Treasurer duties overseen by CAPT Headquarters.*
- ◆ **NORTHERN CORRECTIONS** – President Kimberly Souza, Vice President Anna Dias, Secretary Blake O'Connell, Treasurer Ruben Mendez.
- ◆ **SOUTHERN CORRECTIONS*** – President Walter Lewis, Vice President Joshua Jones, Secretary-Treasurer Carrie Lewis.
- ◆ **INTEGRATED COMMUNITY CHAPTER** – President Randy Tyer, Vice President Misty Tuckness, office of Secretary is open; *Treasurer duties overseen by CAPT Headquarters.*
- ◆ **METROPOLITAN** – President Chuck Garcia, Vice President Ruben Soto, Secretary Fermin Rodriguez, Treasurer Daniel Coumparoules.
- ◆ **NAPA** – President Chris Cullen, Vice President Khristina Delgado, Secretary-Treasurer Eva Tejam.
- ◆ **PATTON*** – President Rodale (Roy) Magsino, Vice President Gad Panford, Secretary Melody Viramontes-Salinas, Treasurer Andrew Vargas.
- ◆ **PORTERVILLE** – President Kara Johnson, Vice President Michael Simental, Secretary Link Domingo, Treasurer Terry Martin.
- ◆ **STOCKTON*** – President Mobah Keys, Vice President Emmanuel Inyama, Secretary Sandra Bird, Treasurer Toni King.

*Chapters holding elections / Newly elected officers
Officers who ran unopposed or were re-elected.

CAPT wishes to congratulate all winners including those candidates who ran unopposed. Here's wishing you smooth sailing over the next two years! It is also important to recognize those chapter presidents and chapter officers who lost their seats in this election process. Your dedication to CAPT and advocacy of the Psych Tech profession will long be remembered!



ATTENTION PSYCH TECH STUDENTS

**LAST CHANCE
REMINDER!!!**



The application deadline for CAPT's 2022 *Anthony Myers Memorial Scholarship program* is *fast approaching*

CAPT is still accepting applications for the 18th round of scholarships it plans to award to students enrolled in Psych Tech education programs.

For applications to be considered, **they must be postmarked no later than Friday, July 15, 2022.** The scholarship winners will be announced by CAPT in late September.

CAPT will award up to 10 scholarships: eight in the amount of \$750 each; two additional scholarships may be awarded to the individuals whose applications are not only accurately completed, but whose signed statements are exceptionally inspiring and whose letters of recommendations are highly supportive. One top scholarship may be awarded in the amount of \$1,500 and one runner-up award in the amount of \$1,000.

To receive a scholarship, an individual **must be actively enrolled and participating in a Psych Tech education program accredited or approved by the BVNPT.** The recipient must also be either a CAPT member; a relative of a CAPT member or someone residing in a CAPT member's immediate household.

The scholarships are funded from a grant by the American Association of Psychiatric Technicians which provides services to mental health workers in the 46 states that do not license Psych Techs.

Complete eligibility requirements and an application are available online at: www.psychtechs.net.

If you have any questions, contact CAPT Consultant Carol Wiesmann at (800) 677-2278 or e-mail her at: wiesmann@psychtechs.net

NOTICE: CAPT MEMBERS!

Are you interested in representing your chapter as an Annual Meeting delegate?

On Tuesday, September 27 through Thursday, September 29, the California Association of Psychiatric Technicians will hold its first on-site Annual Meeting since 2019, due to COVID. This year's meeting will be hosted by the following Southern California CAPT Chapters: Integrated Community, Metropolitan, Patton, Community Facilities and **Southern Corrections**. It will be held at the the Catamaran Resort Hotel on Mission Bay in San Diego, California.



*2022 Annual Meeting
Catamaran on Mission Bay,
San Diego, CA
September 27-29, 2022*

This conference provides for CAPT chapter officers and elected delegates a voice in establishing or amending the language by which the Association is governed. This year we will also be holding our biennial state officer elections.

This annual meeting also offers members an excellent opportunity to network with CAPT's Board, its consultants and other members from each of the Association's 11 chapters.

Please note that all delegates must be agreeable to Covid testing prior to each CAPT function and conference day. Tests for delegates will be provided prior to the conference with instructions.

Interested in representing? Reach out to your chapter representatives to find out more on this annual process. ... Delegate information fliers for some chapters are also available on www.psychtech.net

CAPT's 2022-24 Chapter Presidents

Your advocates for workplace justice



Atascadero Chapter President and State Vice President Paul Hannula

Paul Hannula started his Psychiatric Technician career path nearly two decades ago. He began as a local Atascadero CAPT Steward early in his career. Since then, he has served as a DSH-A CAPT Vice President and currently is the DSH-A CAPT Chapter President and CAPT State Vice President for multiple consecutive terms. Paul is also a board member of the American Association of Psychiatric Technicians (AAPT) and the Working Assembly of Government Employees (WAGE); he has served on many committees to support the safety of Psychiatric Technicians and advance their profession. He has testified in the State Capitol at hearings, participated in the Safety NOW Napa meeting, Coleman Case raises, OSHA filings, and many other movements that help BU 18 advance safety, recognition, and pay. Paul has made himself available to members locally at DSH-A and to all department chapter representatives statewide, 24/7-365 days a year. He makes himself available around the clock because CAPT members work days, nights, weekends, and holidays.

Paul utilizes nearly two decades of experience and knowledge that encompass multiple contract negotiations, grievances and complaints, representations, classes, seminars, and a long list of training – all to help defend BU 18 members.



Coalinga Chapter President and State Secretary-Treasurer Jaime Garcia

Jaime Garcia is a first-generation Psychiatric Technician and CAPT member. At 26, Jaime began his Psych Tech career in May 2006 at Atascadero State Hospital. He laterally transferred to Coalinga State Hospital in November of 2006. In 2008, Jaime was appointed as a CAPT Job Steward, then Chief Steward in 2012. In 2013, Jaime was appointed Coalinga Chapter Vice President and was elected Coalinga Chapter President the following year, where he has served four consecutive terms.

In 2018, the CAPT Board of Directors appointed Jaime State Secretary-Treasurer, where he currently serves, assisting the union and advancing CAPT services to its members. Jaime is passionate about solid representation for BU 18 employees. He is straightforward and tackles issues directly.

Jaime's strengths include Skelly hearings, grievance conferences, and contract negotiations. His pursuit of labor knowledge is acquired through labor organization materials, labor laws, and case law, resources he puts into action when representing BU 18 employees.



Community Facilities Chapter President Donald Cofer

Donald Cofer has been a Senior Psychiatric Technician for 21 years, a Psychiatric Technician for six years, and a CAPT member for 27 years. Donald began his career at the Lanterman Developmental Center in 1993. Donald briefly separated from state service to work in the private sector. He returned to state service in 2001 after accepting a position at Canyon Springs. Donald became active in the union by attending Steward Training, where he learned about CAPT's history, the contract, and contract enforcement.

Mentored by the past chapter president, Donald served eight years as the Community Facilities Chapter Vice President and has served five years as its Chapter President. In addition, Donald has represented CAPT at the Workers Assembly of Government Employees and the Voice of Reason's Legislative Initiative, supporting the rights of individuals with intellectual disabilities.

Donald's goals are to continue as a CAPT advocate and serve the CAPT community with integrity, respect, and professionalism.



**Northern Corrections
Chapter President
Kim Souza**

Kim Souza's Psychiatric Technician career spans nearly 40 years. She has been with the California Department of Corrections and Rehabilitation for the last 13 years. Kim graduated from the Psychiatric Technician program at Yuba College and became a Senior Psychiatric Technician in 2014. Kim has been active with the union for over twenty years. She started as a CAPT Job Steward. From there, Kim served as a Chief Steward and Vice President of the Northern Corrections Chapter. Additionally, Kim has represented CAPT at the Workers Assembly of Government Employees. Kim has been honored to serve the Northern Corrections Chapter as its Chapter President since 2016.



**Southern Corrections
Chapter President
Walter Lewis**

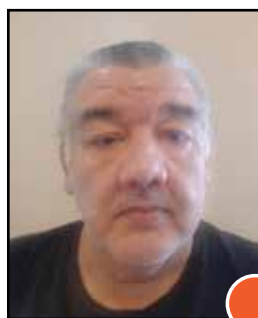
Walter Lewis began his Psychiatric Technician career in state service at the Department of Developmental Services in 2001. In 2006, Walter transferred to the California Department of Corrections and Rehabilitation, working at Corcoran State Prison. He became a CAPT Steward in 2009 and was appointed Chief Steward in 2016. Walter served as a CAPT delegate in 2017, was then elected Southern Corrections Chapter Vice President in 2018, and President in 2020. Walter is currently serving his second term as chapter president.



**Integrated Community
Chapter President
Randy Tyer**

Shortly after serving in the military, Randy Tyer began his state-service career in 2002 at the Fairview Developmental Center. As a Psychiatric Technician trainee, Randy witnessed repeated workplace injustices and contract violations, which motivated him to become a local activist in 2004. In 2003, Randy earned his Psychiatric Technician license, and in 2016, he became a Psychiatric Technician Instructor. Having served CAPT

at all chapter level positions, Randy is serving his third term as Chapter President and his second time at the negotiations table. Randy supports the union because it brings PTs together for a common goal. He believes strongly in equipping his co-workers with the knowledge of their contract rights and how to enforce those rights. Randy has represented CAPT at the Voice of Reason's Legislative Initiative, supporting the rights of individuals with intellectual disabilities. As a Master's-level health educator and a longtime labor activist, Randy serves his DDS peers and the clients they serve with professionalism, experience, and determination.



**Metropolitan Chapter
President Chuck Garcia**

Carlos (Chuck) Garcia is a Senior Psychiatric Technician and has been a CAPT member since 1998. Chuck began his Psychiatric Technician career in 1998 at Metropolitan State Hospital and became a Senior Psychiatric Technician in 2008. In 2006, Chuck was appointed Secretary/Treasurer for the CAPT Metro Chapter. He was elected Metro Chapter Vice President in 2010 before serving as Chapter President in 2016. Chuck is now serving in his fourth consecutive term as the chapter president.

While at Metro, Chuck has fought for improved working conditions and has stood up for what is fair and just for CAPT members. He has been part of picketing campaigns that came to be known as the "mandate wars," initiated a fair mandate list, and was instrumental in increasing post and bid positions at MSH. Chuck remains a devout labor advocate and continues to play a vital role in bargaining between the State of California and CAPT. In all, Chuck seeks to help members in need, he fights for our rights, and always look to improve working conditions for CAPT members working in the State of California.



**Napa Chapter
President Chris Cullen**

Chris Cullen has worked as a Psychiatric Technician at Napa State Hospital since 2004 and has worked closely with the union, which he characterizes as the most representative state-worker union around. Chris was elected Napa Chapter President in 2016 and is thankful to be in a position to assist members with their work-related issues.

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**Patton Chapter
President Roy Magsino**

Roy has been in state service as a Psychiatric Technician for 26 years, ten years at the Lanterman Development Center, and 16 years at Patton State Hospital. He graduated from the Psychiatric Technician program at Mt. San Antonio College. Of his 26 years, Roy spent 24 years working as a PT shift lead. He has worked in the long-term care and the medically and psychiatric fragile units. He has also

worked in admissions and the central staffing office. Roy held the position of Psychiatric Technician Professional Practice Group chairperson for four years. He served as a CAPT Job Steward for ten years and was elected Patton Chapter President in 2022.



**Porterville Chapter
President Kara Johnson**

Kara Johnson is a second-generation Senior Psychiatric Technician and CAPT member. She began her state-service career at the age of 18, working at the Porterville Developmental Center. In 2006, Kara obtained her Psychiatric Technician license. In December 2019, Kara attended the CAPT Steward Training course and was elected Porterville Chapter President in 2020.



**Stockton Chapter
President Mobah Keys**

Mobah Keys graduated from the West Hills College Psych Tech Program in 2011. His first position was with a private company in San Jose. He then joined Coalinga State Hospital, developing his skills working with the MDO (mentally disordered offender) population. Mobah continued his professional development and was promoted to Senior Psychiatric Technician in less than a year; he took on

several roles in that capacity, including mentor and out-of-class Unit Supervisor. He transferred from the Department

of State Hospitals to the Department of Corrections and in 2018, began working in the Psychiatric Inpatient Program at the California Health Care Facility-Stockton, where he continued to flourish. In 2021, Mobah became active in the union. He set himself under the guidance of union leadership, increased his knowledge of the CAPT contract, and served his chapter as a Job Steward. In 2022, Mobah was elected Stockton Chapter President by his peers. Mobah dedicates his time in office to fighting the good fight and representing all chapter members. He looks forward to serving as Stockton Chapter President and being a unified voice for all members.

Chapter president duties

Chapter presidents serve two-year terms and are elected by the CAPT membership at each chapter. Each chapter president serves on the CAPT Board of Directors and on the Negotiating Team during collective bargaining. Besides, governing the business and activities of the association, chapter presidents manage chapter activities, including member requests for representation in adverse actions, contract grievances and complaints. They represent members in investigative interviews, Skelly hearings, state personnel board hearings, and BVNPT hearings. Among other duties and responsibilities, chapter presidents manage a chapter membership program and organize steward training.

How to reach your CAPT reps

You may contact your state and chapter officers directly. If a voicemail is left on their cell or if you send an e-mail or text, be sure to leave your name, work location, and phone number, as well as a short explanation of your issue. If you use e-mail, be sure to use your non-state email address. Please see page 4, for CAPT's chapter directory and contact listing.

State Budget 2022-23 fiscal year

The State Legislature and Governor Newsom have signed off on a \$308 billion State Budget, enacted June 30, to fund state government for the next 12 months, beginning on July 1, 2022. This fiscal year's budgetary priorities include tax relief, climate change, homelessness, expanding abortion access, health care to low-income, undocumented immigrants, investments in public education, and more. Newsom characterized the Budget as investing "our core values at a pivotal moment."

CAPT monitors the state budget process closely to see how funding will impact our departments, jobs, pensions, and other items of interest. Continued below are the budgetary items relevant to Bargaining Unit 18.



CDCR The Budget includes \$14 billion (\$13.4 billion in General Fund and \$603.2 million in other funds) for CDCR in 2022-23.

\$35.6 million General Fund in 2022-23, and \$34.2 million ongoing, for CDCR to support the implementation of the new process by which CDCR will handle complaints filed by incarcerated individuals that include allegations of staff misconduct. Additionally, the Budget includes a \$7.9 million General Fund in 2022-23, and \$15.1 million ongoing, for the Office of the Inspector General to monitor CDCR's new staff misconduct process.

On April 13, 2021, CDCR announced its intent to close the California Correctional Center (CCC) in Susanville. On July 28, 2021, the City of Susanville filed litigation in the Lassen County Superior Court challenging the closure of CCC. The Court issued a preliminary injunction in September, prohibiting CDCR from acting to further CCC's closure. Although the closure of CCC is currently on hold, statutory changes included in the Budget specify that CCC will close by June 30, 2023.

Based on current projections that exhibit ongoing declines in the incarcerated population and understanding that future policy changes may significantly affect long-range population projections, it may be possible to close three additional state prisons by 2024-25.

Among other changes, the Budget for CDCR provides funding for facility and infrastructure improvements, specifically at CIM and CMF, and to enhance cellular interdiction and sophisticated video surveillance.

DDS The budgetary adjustments made to DDS include, among others, promoting workforce stability: \$185.3 million one-time General Fund to address recruiting and retaining regional center service coordinators and direct support professionals through providing training stipends for direct support professionals (\$127.8 million General Fund), establishing a three-month training and internship program for workers who provide direct services (\$22.5 million General Fund), establishing a tuition reimbursement program for regional center service coordinators pursuing degrees or certifications in health and human services-related fields (\$30 million General Fund), and piloting a program to develop remote technology supports to increase consumer independence (\$5 million General Fund).

DSH The trial court referrals of individuals found incompetent to stand trial (IST) on felony charges continues to grow. As of the end of April 2022, 1,915 individuals awaited IST treatment. The Budget provides \$535.5 million General Fund in 2022-23, increasing to \$638 million General Fund per year in 2025-26 and ongoing at the Department of State Hospitals for solutions focusing on Early Stabilization and Community Care Coordination and Expanding Diversion and Community-Based Restoration Capacity for the Incompetent IST population. The proposal establishes 5,000 beds over four years to support felony ISTs.

CalPERS Regarding pension liabilities, the Budget includes \$8.2 billion one-time for the statutorily required annual state contribution to CalPERS for state pension costs. The Budget also brings down the CalPERS retirement liability debt by making a one-time, 2.9 billion debt repayment. The payment will result in a minimum of \$5.8 billion in estimated savings for the state over the next three decades.

If you have questions regarding the State Budget process and how it relates to BU 18, please contact CAPT Consultant Coby Pizzotti at **1-800-677-2278**.

Contract Negotiations

Bargaining: day 11



Video message from State President Eric Soto and
Patton Chapter President Sylvia Hernandez



CAPT's Bargaining Team met May 10 and 11 at CAPT headquarters for its seventh week of contract negotiations with the State of California. Negotiations began on March 22, and the team has met nearly every week since then, pressing the State for tangible contract improvements that will deliver better working conditions and compensation for BU 18.

At these sessions, the team focused on creating protections in our contract for victims of domestic abuse and on addressing the high vacancy rates within the bargaining unit.

Proposals and counter-proposals have gone back and forth. While the team cannot discuss bargaining specifics due to the nature of the process, it wants members

to know that it has the resolve to stand firm with the State until CAPT delivers a contract it can be proud of—one that recognizes and accounts for the work and the sacrifices we have made as an essential workforce for the State of California. We expect the State to lead by example—to put its ideological workplace justice principles into practice, beginning with BU 18.

CAPT is a professional organization created and directed by Psych Techs. We know first-hand the perils of our jobs and the risks we take to deliver quality, skilled care to clients, inmates, and patients. CAPT's bargaining Team will return to Sacramento until it negotiates the best possible contract for BU 18.



Video message from State President Eric Soto and
Patton Chapter President Roy Magsino

Your membership is key

Bargaining: day 14 & 15

CAPT's Bargaining Team met on June 7 and 8 at CAPT headquarters for its ninth week of contract negotiations with the State of California.

At these sessions, the team focused on creating protections in our contract for victims of domestic abuse, holidays, and investigatory interviews. Negotiating a new labor contract with the State of California for the nearly 5,600 BU 18 employees is a herculean task. The team members comb through the contract page-by-page, section-by-section, offering new language to weed out workplace injustices, improve working conditions, and secure an economic package that prioritizes our wages and benefits.

Meanwhile, the State's objective is to counter CAPT's proposals, chew us down, and try to demoralize our resolve. Our Bargaining Team relies on the strength of our membership for its unbroken determination. The State watches our membership rate to measure BU 18's support of CAPT's bargaining agenda. At over a 90 percent membership rate, the State has no choice but to accept the unity behind our bargaining objectives.

Negotiations began on March 22, and the team has met nearly every week since then, pressing the State for tangible contract improvements that will deliver better working conditions and compensation for BU 18.

CAPT enters final bargaining phase

Bargaining: day 22

June 29 marked CAPT's 22nd day of collective bargaining with the State of California. For three solid months, CAPT's Bargaining Team has held firm, pressing the State on every conceivable

issue confronting our bargaining unit, including our profession, safety and health, and livelihoods. To date, CAPT has brought to the table 139 items aimed at improving our contract. Fif-

■ CONTINUED, page 21

Job Stewards

Do you
know
yours?



What is a Job Steward?

A CAPT union steward is a CAPT union official who represents and defends the interests of their fellow employees, non-management employees commonly referred to as the “rank-and-file.” Job stewards serve voluntarily at the front line of CAPT’s representation program and play an essential role in providing effective representation to BU 18 employees at the chapter level. Stewards are the link that connects BU 18 employees and their job-related issue to union leadership.

When you require representation, it’s important that you know whom to turn to. Stewards help coworkers resolve all kinds of job-related problems and concerns. They attempt to work things out informally if possible, but also can help file grievances over contract violations and formal complaints about other issues. Job stewards also provide representation in parts of the adverse action process.



Steward Duties

Duties of a steward include informing their fellow coworkers of their rights under our collective bargaining agreement, otherwise known as our Memorandum of Understanding (MOU); monitoring and enforcing the provisions of our contract; and ensuring employer compliance with federal and state laws. Additionally, CAPT stewards defend their coworkers in investigatory interviews that may result in disciplinary action—all in accordance with our Weingarten Rights.

Steward Representation

CAPT's MOU under Article 12 outlines CAPT representation and provides that union stewards may represent CAPT members in all the following cases: The administration of our contract; Employee discipline cases; Informal settlement conferences or formal hearings conducted by the Public Employees Relations Board; Matters scheduled

for hearing by the California Victim Compensation and Government Claims Board; Matters pending before the State Personnel Board; and AWOLs and appeals to set aside resignations.

The contract also stipulates that Job Stewards shall be recognized by the State and be allowed reasonable time off for representing BU 18 employees during working hours without loss of compensation.

A current list of the job stewards for each chapter is provided on the next page. Each steward has received training by qualified CAPT representatives and activists, and have been approved both by their chapter president and state president.

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Department of State Hospitals

■ ATASCADERO

Paul Hannula (President)
Tessa Hannula (Sec/Treas)
Steven Wright (V. President)

■ COALINGA

Jessica Briggs (Chf Steward)
Randal Canfield
Andrea Castillo
Jaime J. Garcia (President)
Jessica Guzman
Sachreet Hans
Yvette Hernandez
Araceli Juarez
Guadalupe Macias
Clinton Martin
Denise Martin
Cynthia Munoz
Kester Oudney (V. President)
Joaquin Pacheco (Chf Steward)
Renee Ramos
Michael Rivera (Sec/Treas)
Gary Steinmann
Jason Thomas
Justin Underwood (Chf Steward)

■ METROPOLITAN

Wilson Agu
Festus Akinsola
Gena Carabajal
Sharay Carter
Daniel Coumparoules (Treas/Chf Stew)
Michelle Felder
Carlos Garcia (President)
Jesus (Andres) Guerrero
George Hernandez
Ed Lair
Miguel Portillo
Fermin Rodriguez (Sec/Chf Stew)
Awdhesh Singh
Ruben Soto (V. Pres)
Donna Tippens-Mendoza

■ NAPA

Andrew Abello
LeBrea Bell
Samona Booker
Richard Byrd III
Michael Cruz
Reggie Cruz
Christopher Cullen (President)
Khristina Delgado (V. Pres/Treas)
John Kowall
Da'Shauna McIntosh
Jenifer McLellan
Preme (Gideon) Monta, Jr (Chf Stew)
Gilbert Oaks
Florence Palaganas
Cheryl Sturdivant-Brown
Eva Tejam (Secretary)

■ PATTON

Mignon Anderson
Carl Baldwin
Beatriz Benitez
Reggie Blocker
Dante Dullas
Alesha Epps
Marcin Jakubowski
Elizabeth Jimenez Lomeli
Tonya Juneau
Rodale (Roy) Magsino (President)
Lessie Moore
Mary Ann Padilla
Gad Panford (V. President)
Nicole Pagala
Michael Peto
Nadia Rahn
Jennifer Reyes
Marcelina Rodriguez
Marisa Rodriguez
Tenique Silcott
Erica Tillman

Andrew Vargas (Treasurer)
Melody Viramontes-Salinas (Secretary)
Frank Webb

Department of Developmental Services

■ CANYON SPRINGS

Jacqueline Asencio
Donald Cofer (President)
Tiffany Moore
Jose Mora
Luisa Smiley (Vice President)

■ INTEGRATED COMMUNITY

Joshua Johnson
Randy Tyer (President)
Misty Tuckness (V. President)

■ PORTERVILLE

Tamie Alderson
Link Domingo (Secretary)
Salvador Gonzalez
Thomas Hicks
Kara Johnson (President)
Lloyd Johnson
Charlton Lizardo
Michelle Martin
Terry Martin (Treasurer)
Chris Moseby (Chf Steward)
Mike Simental (Vice President)
Bridgett Uribe

Department of Corrections

■ NORTHERN CORRECTIONS

Danielle Abbott-SQSP
Jennifer Afdahl-PBSP (Chf Stew)
Elizabeth Amadu-CSP-Sac
Jennifer Are-SATF
Pamela Brame-SQSP
Shaniece Camarillo-CMF PIP
Rita Cantu-VSP
Irma Carrasco-CSP-Sac
Akua Casborn-CMF
Anna Dias-CSP-Sac (Vice Pres)
Patricia Dimas Lopez Vaught-PBSP
Melanie Escoto-CCWF
Ebere Ezeka-SVSP
Angelique Helmrach-CMF
Mary Hurtado-HDSP
Arun Iyer-CMF PIP
Deandra Jackson-CSP-Sac
Renee Journet-Johnson-SVSP
Lucas Kerr-CSP-Sac
Tia Logan-CMF
Edgar Lopez-CSP-Sac
Kendra Medina-CCWF
Ruben Mendez-CSP-Sac
(Treasurer)
Alicia Nix-SVSP
Stephany Ochoa-VSP-(Chf Stew)
Blake O'Connell-CSP-Sac
(Secretary)
Aaliyah Ozturk-CMF-PIP
Dora Pena-HDSP
Debi Redding-MCSP
Kathy Scroggins-CMF
Kathy A. Smith-CMF
Kimberly Souza-CSP-Sac
(President)
Clover Staggs-Boatright-CSP-Sac
Dwayne Strayhorn-SQSP (Chf Stew)
Angela Thompson-CSP-Sac
Marina Torres-MCSP
Thuy Tran-FSP
John Uzoka-CSP-Sac
Olga Valles-CMF

Viorel Vintila-VSP
Betty Ware-CSP-Sac
Jerry Whitecotton-CSP-Sac
Lori Wilke-SATF (Chf Stew)
Melissa Windham-SCC
Taylor Young-SATF
Pedro Zamora-CMF (Chf Stew)

■ SOUTHERN CORRECTIONS

Adetomiloye Adepoju-CSP-LAC
Vanessa Arellano-CSP-LAC
Dena Bellamy-Centinela
Tyeisa Brisco-RJD
Jennifer Buford-CSP-Corcoran
Alicia Castaneda-KVSP
Amanda Cortese-CMC
Regina Dao-CCI
Valerie Deleon-RJD
Rose Gachoya-RJD
Dennis Gichuru-CSP-Corcoran
Jasmine Gonzalez-Calipatria
Tanisha Inyard-CIW
Lena Jackson-CSP-Corcoran
Sarah Jardine-CMC
Charles Jones-CIM
Joshua Jones-RJD (Vice Pres)
Mark Jones-CSP-LAC
Erica Lee-ISP
Carrie Lewis-KVSP (Sec/Treas)
Walter Lewis-CSP-Corcoran
(President)
Kenny Loza-CIW
Jodi Maglasang-CIW
Patricia McNeil-CIW
Ariana Medina-CSP-Wasco
Lawanna Morris-CSP-Wasco
Melissa Perez-CSP-Corcoran
Michael Phillips-PVSP
Shante Randall-CIM
Jeannie Ream-N. Kern
Perla Rivera-KVSP
Lorena Rodriguez-CSP-Corcoran
Michelle Salas-CIW
Barbara Santos-PVSP

Andrea Sinclair-CIM
Tina Sunderland-KVSP
Melanie Taylor-CMC
Elva Torres-CSP-Wasco
Brian Tweedy-CCI (Chf Stew)
Ynez (Tony) Valenzuela-CSP-LAC
Stephanie Velasquez-CSP-
Corcoran
Demeytric Weathersby-CIM
Maia Williams-CIM

■ CORRECTIONS-STOCKTON

Sandra Bird (Secretary)
Darrell Bottoms
Jason Brownstein
Rhea Canlas
Leacha Clark
Jonathan Gobert
Emmanuel Inyama (V. Pres)
Mobah Keys (President)
Toni King (Treasurer)
Sahr McCarthy
Vanessa Moss
Cassandra Nguyen
Chigozie Nnamani
Ferdinand Parcasio
Ashley Penaflorida
Jolene Saldivar
Denise Sanders
Chelsea Walker

NCYC
No stewards currently

CAPT's consulting firm

LWP Services

From time to time, CAPT members ask who the "CAPT consultants" are often mentioned in various CAPT communications. The consultants are with Lyles, Wiesmann, Pizzotti & Associates, Inc. (LWP). LWP is an association and legislative consulting firm based in Sacramento, CA.

LWP has a contract with CAPT to provide a full range of services to the association. In effect, the consultants serve as CAPT's full-time staff. All the consultants work out of CAPT's Sacramento Headquarters.

The services LWP provides include the following:

- Contract negotiations.
- CAPT advocacy before the State Legislature and various state agencies.
- Individual Psych Techs representation in grievances, disciplinary action appeals, and before the state licensing board and Department of Health Services.
- Accounting services for the state association and individual chapters, including financial reports and training.
- Program facilitation for CAPT's scholarship program, annual meeting, awards, and union officer elections.
- Publications, website, e-mail forum, and news media relations.
- Industry research.
- Policy guidance to CAPT's elected leaders.

Western, Murch & Associates, CAPT's original consulting firm, was created in 1985 by labor union veterans Dan Western and Ken Murch. Western and Murch were contacted by Psych Techs who wanted to break away from their existing union and start their own. As a result, CAPT was born.

When Western retired in 2003, Steve Bassoff took his place as Murch's partner, and the firm was renamed Murch, Bassoff & Associates, Inc. Murch led MB&A until 2012, the year he retired. In like manner, Bassoff led MB&A until June 2016, the year he retired. That's when three of the remaining MB&A consultants formed LWP.

Ann Lyles

LWP's Ann Lyles joined CAPT in 2005. Lyles has held a Psychiatric Technician license since 1978. Before becoming a full-time CAPT consultant, Lyles was a long-time CAPT activist. She began her Psych Tech career at Lanterman Developmental Center, then moved to Patton State Hospital. While at PSH, she became active with CAPT as chapter secretary, then as chapter president for eight years. She served as CAPT's state vice president for six years during that time.

Lyles currently serves CAPT as its chief contract negotiator and is the first Psych Tech to lead CAPT's negotiations at the bargaining table. Lyles serves as the liaison between CAPT and the California Department of Corrections and Rehabilitation and California Correctional Health Care Services,

Department of State Hospitals, and the Department of Developmental Services. In addition to her representational duties, Lyles also serves CAPT as its official liaison with the Board of Vocational Nursing and Psychiatric Technicians.

Carol Wiesmann

LWP's Carol Wiesmann joined CAPT in 1996. Wiesmann provides accounting services for the association's day-to-day financial operations and is the managing editor of the *Outreach* magazine, CAPT's flagship publication. Wiesmann provides oversight of the chapters' monthly financials, and provides accounting training to the chapters, as needed. She develops all financial reports for the association's annual audit and is responsible for negotiating board-approved contractual agreements with outside vendors. Wiesmann

facilitates several programs and administrative procedures, including CAPT's scholarship program, and its annual meeting. She serves on the JLM Psych Tech Apprenticeship and 20/20 Committees and provides oversight to the union's officer elections. She also maintains and updates CAPT's State Constitution and Bylaws and Operating Policies.

Prior to CAPT, Wiesmann worked five years as a Savings and Loan branch manager and 17 years in administrative healthcare. Her educational background includes nursing, graphic design, and journalism.

Coby Pizzotti

LWP's Coby Pizzotti joined CAPT in 2012 as its chief lobbyist and political consultant. Pizzotti represents CAPT at legislative hearings affecting public employee labor, safety, working conditions, wages, and benefits. He is also the voice of CAPT on state hospital safety issues and the coalition of labor organizations. He testifies at policy hearings affecting Psych Tech licenses and fees and advises the CAPT Board of Directors and Political Action Committee on political campaigns and independent expenditures.

Working for several legislators, Assembly speakers, labor organizations, and political campaigns, Pizzotti's experience with labor and politics dates back nearly 28 years. He has an extensive history developing public

policy, writing laws, working on the state budget, and creating legislative and political strategies. As a consultant to Assembly Speakers Herb J. Wesson, Jr. and Fabian Núñez, Pizzotti drafted political positions for the California State Assembly Democratic Caucus. Mr. Pizzotti also served six years as a political advocate for the California Statewide Law Enforcement Association.

Sean Bedrosian

LWP's Sean Bedrosian joined CAPT in 2014. As CAPT's attorney and consultant, Bedrosian's primary duties involve providing legal representation to CAPT members in adverse action appeals before the State Personnel Board and licensing/certification appeals. He also represents CAPT, providing advice and assistance to the Board of Directors, CAPT officers, and job stewards on a wide range of legal issues, including Unfair Practice Charges filed with the Public Employee Relations Board, as well enforcement of the CAPT MOU through the grievance and arbitration process.

A native of Sacramento, Sean earned his B.A. in Political Science and Philosophy from the University of California, Santa Barbara. He received his J.D. from William and Mary Law School in Virginia.

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Front from left are Debi Loger, Ann Lyles, Chantal Lyles, and Chris Caro. From back left are Sean Bedrosian, Carol Wiesmann, and Coby Pizzotti



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Chris Caro

LWP's Chris Caro joined CAPT in 2015 as its communications consultant. Caro is responsible for the association's internal and external communications. She is editor of the *Outreach* magazine and is responsible for the design, content, and distribution of print and electronic communications. She manages media contacts, writes press releases and maintains the CAPT website. Caro also works on legislative, professional and recruitment matters.

Prior to joining CAPT's consulting firm, Chris spent 16 years with the California Newspaper Publishers Association, where she worked in policy research and development, legislative advocacy, governmental affairs, communications and in managing statewide journalism competitions.

Caro earned her B.A. in Political Science and Rhetoric and Communications from the University of California, Davis.

Debi Loger

LWP's Debi Loger is CAPT's office manager. Loger also administers programs for the American Association of Psychiatric Technicians.

Debi came to the organization with a background in business. Prior to CAPT, Loger was the office manager for a private elementary school devoted to students with developmental disabilities.

Chantal Lyles

LWP'S Chantal Lyles has been CAPT's legal assistant since 2021. Her responsibilities include communicating with chapter officers, setting up and maintaining case files, and filing appeals on behalf of CAPT's members. Chantal has been involved with CAPT since the age of six. At a young age, she picketed for California's Psych Techs and has worked for CAPT on an as-needed basis for the last seven years. Her past college education includes math and science coursework.

Catastrophic Leave

*Helping one
another through
Catastrophic
Leave Donations*



**BARGAINING UNIT 18 MEMBER(S)
CURRENTLY IN NEED OF
C.L. DONATIONS:**

Kimberly Mercer, PT-WSP

CAPT got the concept of Catastrophic Leave off the ground three decades ago; the program's been in our state Bargaining Unit 18 contract since 1989.

Article 6.9 of the CAPT contract gives state-employed Psych Techs and related professionals the right to request leave donations from coworkers in cases of financial hardship due to injury or the prolonged illness of the state Bargaining Unit 18 member or his or her family member, or for parental or adoption leave purposes.

You can help state-employed coworkers by donating vacation, annual leave, personal leave, CTO and holiday credits. Simply contact your personnel office to fill out a Catastrophic Leave donation form. And don't forget: You can donate to state employees who work in different departments or facilities.

If you need help and have received department approval to get leave donations, contact CAPT to be included in our publications. You also may qualify for reduced union dues while you recuperate. Contact your chapter president to find out more.

Those requesting donations on our online and magazine lists will automatically be removed by the next *Outreach* publication date unless CAPT is informed of ongoing needs. If you still need to remain on our lists -- no problem! Just call Christine Caro at **(800) 677-2278**.

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teen items remain under negotiation. The remaining items are the most contentious and require a level of bargaining that is much more intensive and extensive. Some of the matters still under negotiation are overtime, Post and Bid, and our financials.



CAPT's Bargaining Team during a caucus

Contract negotiations are typically organized and conducted into bargaining phases. The first phase occupies contract rollovers, the uncontested portions of the contract that are rolled over into the next contract. Proposals seeking to either change the existing contract language or add new language are introduced in the next phase. CAPT is in its final phase of bargaining. The duration of this phase will depend on how far apart CAPT and the State are on these important, remaining matters.

Negotiations will be concluded once a tentative agreement is reached. After the TA is signed, contract ratification meetings explaining the new, tentative contract are held at each chapter. BU 18 employees will then vote via mail ballot to ratify the agreement.

Stay connected to your local chapter, the CAPT [website](#), and the state president's [Facebook](#) page for the latest developments.

CAPT Board Meeting

The CAPT Board of Directors will meet for its third quarterly meeting on August 9 and 10 in southern California. The meeting will begin at 11:00 a.m. (meeting times are subject to change).

CAPT board meetings are open to all CAPT members. For more information or to RSVP, please contact State President Eric Soto at **(909) 364-2486** or at eric.soto@psychtechs.net.

Limited-Term Positions explained

Yes, you will receive state service credits; however, a permanent position is not a guarantee – LT positions do not “roll over”



CAPT headquarters learned of a situation where Psych Techs who thought they were applying for full-time Permanent Positions were told right before their interviews that the positions were Limited Term and that “hopefully” they could be “rolled over” to a Permanent Position if the positions became available.

CAPT’s Chief Contract Negotiator Ann Lyles cautions that there is no such thing as a “roll over” from a Limited-Term to a Permanent Position.

“Over the years, I’ve seen so many folks in Limited-Term Positions believe they will be rolled over to a Permanent Position as soon as it is funded,” said Ann. “A rollover would violate the civil service rules, which requires the State to conduct a competitive hiring process.” The State is only required to offer an applicant a competitive interview. They are not required to hire you.

If you receive benefits and work at least 11 days per month, your Limited-Term Position will count toward state seniority. However, Limited-Term Positions are what they say they are – “limited.”

These appointments can be terminated at any time, with or without cause. Furthermore, when a Limited-Term position expires, the employer has no legal obligation to offer a Permanent Position to the Limited-Term employee.

It is a mistaken assumption that your state seniority carries you into a Permanent Position. Too often, Psych Techs find themselves jobless and unemployed when their Limited-Term Position expires or is terminated.

Considering a Limited-Term Position?

Great – just be aware of what the position entails and make sure it sounds right for you before applying. If you have questions, don’t hesitate to contact CAPT for more information.



‘Red Tags’ on two correctional facilities persist

The CAPT Board of Directors red-tagged two correctional facilities back in 2019. For nearly three years, the California Medical Facility and the California Men’s Colony have done nothing to alleviate their status’. Workplace problems continue to emerge, mount, and stagnate without resolution. In other words, the red-tag sanctions at CMF and CMC remain active, and consideration to remove, once again denied. The sanction warns potential employees about the facility’s egregious labor practices.

California Medical Facility

Originally issued over reckless overtime practices, the red tag at CMF remains as CAPT members continue to struggle for fundamental worker rights, including the timely payment of earned wages and accurate pay. Other issues at CMF include supervisory neglect of serious matters, retaliation over correction, and blatant incompetence. For example, a supervisorial remedy for a medication cart with a broken lock was not to fix the lock or replace the cart but to keep the medication room unlocked and accessible to anyone.

In addition, inappropriate staffing measures persist, such as floating other classifications to fill canceled PT voluntary overtime shifts and hiring overtime to cover floated Post and Bid shifts. Furthermore, the staff

is forced to sit in the hallway as the nursing station does not provide enough workspace. To make matters worse, when issues are raised at the local level, and a resolution agreement is reached, the same problems keep reemerging as if no resolution had been made.

California Men’s Colony

Originally issued over the unilateral decision to cut from existence the successful self-scheduling pilot, the red tag at CMC remains in place as CAPT members continue to battle contract compliance issues while struggling for professional recognition, dignity, and respect. Management’s blatant disrespect of Psych Techs is displayed in how they ignore our concerns, show favoritism toward other disciplines, and neglect our staffing needs.

Last year’s Master Assignment Roster has yet to be approved, resulting in a perpetual delay of our Post and Bid. Furthermore, BU 18 staff complain that units are running staffing shortages as management floats BU 18 staff to cover LVN posts. Pay issues remain, and contract provisions governing overtime limits are ignored.

To learn more or to get involved at your workplace (CMF) please get in touch with Northern Corrections Chapter President Kim Souza at **(916) 955-4807** or at CMC, contact Southern Corrections Chapter President Walter Lewis at **(760) 520-5159**.



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CHANGE SERVICE REQUESTED

