

OUTREACH

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ISSUE 01, VOLUME 40

California Association of Psychiatric Technicians

The Force for Psych Tech Professionalism

*A full-service Labor Union and
Professional Association*



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 12,000 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.




PT Paul Hannula (shown right) escorting Judith to safety after her vehicle was overtaken by flood waters. Full story on page 6.

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CAPT Headquarters
1220 'S' Street, Ste 100
Sacramento, CA 95811-7138
Toll Free (800) 677-CAPT (2278)
or locally at (916) 329-9140
(916) 329-9145 (Fax)

Christine Caro
Editor & Layout Designer
Carol Wiesmann
Managing Editor

Image-setting and Printing by:
CPS Publications & Mail
Services, Sacramento, CA

 You may contact your state and chapter officers directly. Their 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.

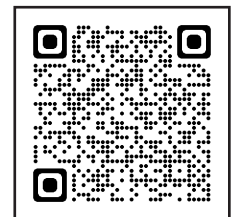


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CAPT's Interactive Magazine

If you are viewing the printed edition, point your smart device's camera over the provided QR code for user interactivity.



CAPT Board of Directors

State Officers

State President: Eric Soto
CAPT Southern Regional Office
and Training Center
13085 Central Ave., #7
Chino, CA 91710
Mail to: 1220 S Street, Suite 100
Sacramento, CA 95811-7138
(909) 364-2486 (Office)
(909) 214-4298 (Cell)
eric.soto@psychtechs.net

State Vice President: Paul Hannula
(see Atascadero listing)

State Secretary-Treasurer: Jaime Garcia
(see Coalinga listing)

Chapter Presidents

Atascadero: Paul Hannula
4401 El Camino Real, Ste. K
Atascadero, CA 93422-2708
(805) 460-6131 (Office)
(805) 861-2390 (Fax)
captashpts@gmail.com

Coalinga: Jaime Garcia
578 E. Elm St., Coalinga, CA 93210
Mail to: PO Box 933
Coalinga, CA 93210-0933
(559) 978-1582 (Cell)
(559) 961-4467 (Fax)
Jaime@captcoalinga.net

Community Facilities: Donald Cofer
Mail to: c/o CAPT
1220 S St., Ste. 100
Sacramento, CA 95811-7138
(909) 583-7786 (Cell)
dcofer37@yahoo.com

Northern Corrections: Kim Souza
Mail to: 1000 Lincoln Road Ste. H. PMB
207, Yuba City, CA. 95991
(916) 955-4807 (Cell)
Kim@kimsouza.com

Southern Corrections: Walter Lewis
Mail to: P.O. Box 917
Fullerton, CA 92836
(760) 520-5159 (Cell)
waltlewissocalprez@yahoo.com

**Integrated Community Chapter:
Randy Tyer**
PO Box 2796
Costa Mesa, CA 92628-2796
(714) 612-4072 (Cell/Office)
randy_tyer@hotmail.com

Metropolitan: Carlos (Chuck) Garcia
Metropolitan State Hospital,
11401 Bloomfield Ave., Norwalk, CA
Mail to: PO Box 59569
Norwalk, CA 90652-0569
(626) 644-8030 (Cell)
(562) 286-8007 (Fax)
captmetrochapter@gmail.com

Napa: Khristina Delgado
PO Box 10906, Napa, CA 94581-2906
(707) 363-8167 (office)
(707) 736-7022 (Fax)
delgadokhristina3@gmail.com

Patton: Roy Magsino
2544 E. Highland Ave.
Highland, CA 92346
Mail to: PO Box 680
Patton, CA 92369-0680
(909) 763-2548 (Office)
(909) 763-2822(fax)
rmagsino@ptppsychniatrictechnicianpatton.com

Porterville: Kara Johnson
376 North D Street,
Porterville, CA 93257-3665
Mail to: PO Box 8703,
Porterville, CA 93258-8703
(559) 359-7857 (Cell)
(559) 781-2278 (Office)
(559) 781-4440 (Fax)
kjohnsonspt@gmail.com

Stockton: Mobah Keys
Stockton Metropolitan Airport
5000 South Airport Way, Suite 207
Stockton, CA 95206
916-917-7661 (Cell)
Mobahkeyschcf@gmail.com



Important Reminders

Leaving the Bargaining Unit? Contact us to ensure your dues are stopped!

When an individual leaves the bargaining unit, their CAPT dues should be stopped by the State Controller's Office. However, the SCO may not automatically halt this deduction when an employee remains in state service. If you are planning to leave Bargaining Unit 18, please let us know. Also, if you have already left and have noticed your BU 18 dues have not stopped, please be sure to contact Debi Loger at (800) 677-2278 or at loger@psychtechs.net. You may be eligible for a refund of up to six months.

CAPT's 2023 Board Meetings

CAPT's policies require publication of the dates and locations of the quarterly meetings of the statewide Board of Directors. The meeting dates and locations for the 2023 statewide quarterly meetings are provided below:

March 14-15 (virtual meeting)
May 16-17 (virtual meeting)
August 8-9 (Ontario, CA)
December 19-20 (Sacramento, CA)

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. 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

From pandemic to endemic

State ends COVID state of emergency

CAPT Brothers and Sisters,

As of February 28, 2023, the governor's declared state of emergency regarding Covid-19 in California has expired. The expiration of the declared state of emergency signifies leaving behind the worst of the pandemic and moving into viewing and treating Covid-19 as an endemic illness. I am sure our members and countless others throughout California are all exhaling after an incredibly trying three years.

For our CAPT brothers and sisters specifically, this means that those sections of our contract allowing for exceptions during a declared state of emergency revert to specific contract language. Most significantly, this means that mandatory overtime limits established in our contract are in full effect. Some of the contract sections back in effect are the following:

- ▶ Employees shall not be mandated to work overtime on the same Holidays (January 1, the last Monday in May, July 4, the first Monday in September, Thanksgiving Day, and Christmas Day) on two (2) consecutive years.

- ▶ Employees shall not be mandated more than four (4) [five (5) for DDS Star Homes] times within a month.

- ▶ Employees shall not be mandated in excess of sixteen (16) hours.

- ▶ Employees shall not be mandated in excess of two (2) mandatory overtime shifts during the employee's scheduled workweek.

- ▶ Employee shall not be mandated on two (2) consecutive work days.

- ▶ Employees will not be mandated on the employee's Friday.

- ▶ If any member is mandated in violation of the above, contact a CAPT representative immediately.

As 2023 continues, I look forward to visiting many of you at your local facilities.

Solidarity Forever,

Eric Soto
CAPT State President
(909) 214-4298

eric.soto@psychtechs.net

[Facebook](#)

PT Hannula rescues elderly woman trapped in vehicle overtaken by flood waters

Psych Techs are a special breed and that is no understatement when it comes to PT Paul Hannula, chapter president of the Atascadero Chapter and CAPT state vice president. If you know Paul, then you might say to yourself, ‘if I ever found myself in a perilous situation, it sure would be nice if Paul Hannula were nearby.’ That’s because Paul is a Psych Tech through and through, always putting the wellbeing of others before himself. Provided below is a summary of Paul’s recent heroism in action.

Willow, on a flooded roadway. Judith’s vehicle had been quickly overtaken by the rising flood waters. Both Judith and Willow, were trapped inside the vehicle. Paul assessed the situation and quickly emerged from his Jeep, trudging through the waist-deep waters, to bring Judith and Willow to safety.

Soon after, the fire department and the Morro Bay Police Department arrived on scene to assess the situation and Judith’s condition. The authorities allowed Paul and Tessa to drive Judith and Willow up the mountain to her elderly home park. When they arrived, Paul and Tessa stayed with Judith to help her get cleaned and situated. During that time, Paul and Tessa, themselves got stranded as three major levees surrounding their ranch and the mobile home park burst, flooding the roadways even further.

Upon hearing the news of how Paul and Tessa had helped one of the residents, the park manager opened the clubhouse for Paul and Tessa to stay until the flood waters subsided. Paul and Tessa were soaked and hungry. The residents kindly provided them with warm clothes, food, water, and company while they waited out the flood. Nine hours later, Paul and Tessa were able to make the trek back home, navigating three to four-foot water levels, in their lifted Jeep.

To make the story even sweeter, all of Paul and Tessa’s ranch animals (7 cows, 1 miniature donkey, 1 pig, and 4 chickens) survived the storm safely — YAY!

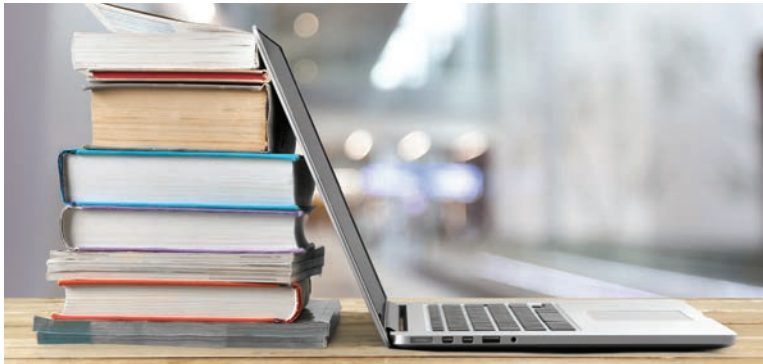


On the morning of January 9, an elderly woman named Judith found herself in a perilous situation. Fortunately, Paul and his wife, Tessa (Atascadero Chapter secretary), were nearby. This was no ordinary day. Due to the second wave of thunderstorms and high winds, virtually every community in the San Luis Obispo county region was experiencing flooding, evacuations, and road closures.

While in route to check on the welfare of their ranch animals, Paul and Tessa encountered Judith and her dog,



AAPT supplies seed money for new PT program



The [American Association of Psychiatric Technicians \(AAPT\)](#) was praised in a [recent article by the Northshore Technical Community College \(NTCC\)](#) located in Lacombe, LA, for its generous donation of \$20,000 to help NTCC Launch a New Psychiatric Technician Program.

The NTCC is using the funds donated by AAPT to launch a new program, beginning in February 2023, that will train students entering the mental health field to become psychiatric technicians.

“There is a huge need in the communities we serve for psychiatric technicians,” said Christi Marceaux, the Associate Provost of Health Sciences and Nursing at NTCC. “The pandemic has shown us the need is greater today than ever.”

NTCC Chancellor, Dr. William Wainwright, praised the efforts of the AAPT, Ms. Marceaux, and her staff to ensure this program gets started. “The Psych Tech program has been developed in response to the behavioral health needs in our area. This new program at NTCC will help provide much-needed trained professionals to begin mental health care careers,” said Wainwright.

Loosely affiliated with CAPT, The AAPT is a non-profit organization that administers a national certification program for mental health workers. The AAPT administers the voluntary certification examination to test psychiatric technology knowledge. The exam benefits mental health workers in the 46 states that do not license Psychiatric Technicians and those in the armed forces.

“The need for mental health services has increased nationwide. The AAPT is happy to play a role in providing these much-needed services,” said AAPT Executive Director Debi Loger.

The funds generated by the AAPT through its certification program are reinvested to support and raise the quality of mental health care nationwide.

Catastrophic Leave

Helping one another through Catastrophic Leave Donations



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

Amairani Flores, PT-CIM


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**.

The image shows a close-up, low-angle view of an ornate, vaulted ceiling, likely from a legislative chamber or government building. The ceiling features intricate gold-colored moldings, decorative panels, and several circular recessed lights with blue-tinted glass covers. The overall aesthetic is classical and grand.

Newsom unveils state budget proposal

Budget deficit replaces surplus

On January 10, Gov. Gavin Newsom released his 2023-24 State Budget proposal to fund state government beginning on July 1, 2023. Newsom outlined many budgetary priorities, including k-12 and higher education, the homelessness crisis, expanding housing affordability, increasing healthcare access, fighting climate change, keeping Californians safe, and investing in economic development.

The Proposal anticipates spending \$296.9 billion in total state funds. It forecasts the state's General Fund revenues to be lower than the 2022 Budget Act projections, \$29.5 billion lower, creating an estimated 2023-24 budget shortfall of \$22.5 billion. The state's economic/revenue shortfall is attributed to high inflation, multiple federal reserve bank interest rate increases, and further stock market declines. The Proposal does not project a recession, nor does it propose to draw from the state's reserve accounts to close the budget gap. Instead, the Proposal closes the projected shortfall with \$7.4 billion in funding delays, \$5.7 billion in reductions/pullbacks, \$4.3 billion in fund shifts, and \$3.9 billion in trigger reductions. However, if economic and revenue conditions deteriorate in the spring, withdrawals from reserve accounts and additional program reductions may be necessary.

The Proposal will be revised in May after the governor receives an updated revenue forecast. The governor's budget proposal begins the negotiations between the executive and legislative branches of government. The legislature has a constitutional duty to pass a state budget by June 15 each year.

CAPT monitors the state budget process closely to see how funding will impact our departments, jobs, pensions, and other items

of interest. Continued below is a summary of the budgetary items affecting our departments.

DEVELOPMENTAL SERVICES

The Proposal includes \$14.2 billion for the Department of Developmental Services, serving approximately 421,000 individuals in 2023-24. The Proposal updates the DDS Safety Net Plan to expand the continuum of safety net services to support individuals with complex needs. Expansions include the development of a residential program in the community for adolescents and adults with high-intensity co-occurring developmental disabilities and mental health diagnoses, conversion of two Stabilization Training Assistance Reintegration homes to Intermediate-Care-Facility-licensed homes, adjustments to Crisis Assessment Stabilization Teams staffing, expansion of supports for foster youth who are eligible for regional center services, and establishment of an Autism Services Branch to support a statewide focus on addressing the needs of the growing population of individuals with an autism spectrum disorder.

STATE HOSPITALS

The Proposal includes \$3.2 billion for the Department of State Hospitals, with a patient population expected to reach 9,289 by the end of 2023-24. The patient population includes those receiving competency treatment in jail-based and community-based settings. Budgetary adjustments provide funding to complete planning and begin implementing the Enterprise



Continuum Electronic Health Records project and to protect patients and staff from COVID-19 and other infectious diseases.

A more significant concern is the state's ongoing commitment to address the Incompetent to Stand Trial waitlist by expanding the Diversion and Community-Based Restoration Capacity. The IST waitlist is currently at 1,473, down from 1,953 at its peak. The Proposal, under the Community Assistance, Recovery and Empowerment (CARE) ACT, maintains the \$535.5 million General Fund in 2022-23, increasing it to \$638 million in 2025-26. The goal is to relieve demand on the state hospital system by establishing, over the next four years, 5,000 community-based beds to serve the felony IST population.

CAPT is monitoring the IST diversion program for potential implications on our bargaining unit and any efforts to de-institutionalize the state hospital system. CAPT is concerned about the movement to community-based treatment options with such a criminogenic patient population.

CORRECTIONS AND REHABILITATION

The Proposal includes \$14.5 billion for the Department of Corrections and Rehabilitation, which will serve a declining inmate population of approximately 96,157 in 2022-23 to 93,396 in 2023-24, which is significantly down from 123,977 pre-COVID in January 2020. The Proposal projects an inmate population of approximately 87,295 in 2025-26.

The Proposal outlines the savings achieved from the 2021 closure of the Deuel Vocational Institution in Tracy. It projects additional savings with the anticipated closures of the California Correctional Center (CCC) in Susanville, as well as the state's announced plan to close the California City Correctional Facility by March 2024, and Chuckawalla Valley State Prison (CVSP) in Blythe by March 2025. Additionally, CDCR announced the deactivation of specified facilities within six prisons by the end of 2023. The facilities are located within the California Rehabilitation Center, California Institution for Men, California Correctional Institution, Pelican Bay State Prison, the California Men's Colony, and the Folsom Women's Facility within Folsom State Prison.

The prison and facility closures are based on current projections that exhibit ongoing declines in the incarcerated population and future policy changes that may significantly affect long-range population projections. How these facility deactivations will impact BU 18 staff remains to be seen; however, CAPT is monitoring the situation and will meet with the department to mitigate impacts on our members working in those facilities.

The 2023-24 proposed CDCR budgetary adjustments include Free Voice Calling (SB 1008) for incarcerated individuals and their friends and family, Statewide Correctional Video Surveillance, Facility Improvements for the Richard J. Donovan Correctional Facility roof replacement, COVID-19 Direct Expenditures, Comprehensive Employee Health Program to continue CDCR's Employee Health Program, initiated during the COVID-19 Pandemic, CDCR COVID-19 Worker's Compensation, and Deferred Maintenance to address critical infrastructure needs.

If you have questions, please contact CAPT Consultant Coby Pizzotti at 1-(800)-677-2278 or at coby@psychtechs.net.



California's COVID State of Emergency expired Feb. 28

A refresher on our mandate rights

Gov. Newsom's emergency declaration expired on Feb. 28, nearly three years after it was implemented. The declaration supported nearly 600 gubernatorial directives affecting public policy to help manage the pandemic crisis. Released last year, the new plan treats the virus as a manageable risk instead of an emergency. However, the governor's office is seeking legislative approval to keep two of his emergency directives on the books: one that allowed nurses to dispense Covid medications and another that permitted lab workers to process Covid tests.

Mandate provisions resurrected

As public safety employees, the declared emergency made our mandate limits unenforceable. Now that the State of Emergency has ended, the provisions in our contract governing mandates are now fully enforceable and grievable. Our mandate provisions are in [Article 5.1](#), [Overtime](#). It's been a long time, so if you need a refresher on our mandate rights, keep reading.

Limitations on Mandates

- You can't be assigned to work more than four MOTs (five in DDS STAR Homes) in one calendar month, not including VOT.
- You can't be assigned to work more than two MOTs in a scheduled workweek, not including VOT.
- You can't be mandated to work on your scheduled day off except in defined emergency cases.
- You can't be mandated on your Friday.
- You can't be mandated to work more than 16 continuous hours. You can't be mandated on two consecutive calendar days, not including VOT.
- You can't be mandated on the same major holiday two years in a row.

Facts on Mandates

- The mandate list must be posted within four hours of the start of each shift.
- Overtime must be offered to BU 18 employees before allowing other classifications.
- An employee mandated to work more than one hour is to be rotated to the bottom of the mandate list.
- Mandates of less than two hours do not count toward contract MOT limits.

Don't hesitate to contact your local chapter for assistance if you have questions about your mandate rights.

apply to BU 18 members who are receiving a paper check.

The posting dates are delayed if you opt for the direct deposit payment method. Each member on direct deposit agreed to this delay when they signed the State Controller's direct deposit 699 Form.

Provided below is the [State Controller's 2023 pay date posting calendar](#) for employees on direct deposit. Employees receiving direct deposit should not use the first and fifteenth of each month to plan their budgets or determine whether their pay is correct or late. The schedule is your guide for budget planning and defining pay issues.

Payroll Period	"Paper" Payday (Monthly)	Direct Deposit Posting Day (Monthly and Semi-Monthly)	Direct Deposit Posting Day (Semi-Monthly)
January 2023	01/31/23	02/01/23	01/17/23
February 2023	03/01/23	03/02/23	02/16/23
March 2023	03/30/23	04/03/23	03/16/23
April 2023	05/01/23	05/02/23	04/17/23
May 2023	05/31/23	06/01/23	05/16/23
June 2023	06/30/23	07/03/23	06/16/23
July 2023	08/01/23	08/02/23	07/17/23
August 2023	08/31/23	09/01/23	08/16/23
September 2023	09/29/23	10/02/23	09/18/23
October 2023	10/31/23	11/01/23	10/16/23
November 2023	11/30/23	12/01/23	11/16/23
December 2023	12/29/23	01/02/24	12/18/23

Payroll matters

Posting dates, direct deposits, payroll errors and salary advances

How you receive your pay—that is, through direct deposit or by paper check—will determine when your funds are available.

Per our contract with the state in Article 4.8, BU 18 employees are paid on a semi-monthly basis no later than the 1st and 15th of each month with a two-week lag, meaning each pay period (the 1st or 15th) is compensating you for wages earned the two weeks prior. These dates

CAPT suggests checking your [CalCONNECT](#) account the day before your wages are scheduled to be posted to determine if your pay is correct and on time. Reporting perceived payroll errors any earlier is premature and will slow the system for resolving actual payroll errors.

In the event of a payroll error, Article 4.9 entitles the affected employee to receive a salary advance (approximately 90% of their pay) within one business day following payday.

To obtain the salary advance, the employee must either cancel their direct deposit or sign a repayment agreement (example provided in Appendix F).

Please note that the salary advance is not subject to the limitations outlined in Article 4.11, Overpayments / Payroll Errors. You must pay back the salary advance within 15 days of receiving your missed pay. Failure to do so, whether your salary advance was received last week or last year, will result in the state taking the total amount owed from your next paycheck.



The Force for Psych Tech Professionalism

A full-service Labor Union and Professional Association

California Association of Psychiatric Technicians

About CAPT

CAPT is the professional association for approximately 12,000 state-licensed Psychiatric Technicians who work in California programs serving people with mental illnesses and developmental disabilities. CAPT is also the elected union representative for Psychiatric Technicians and related professionals working in California state facilities.

CAPT negotiates labor contracts with the State of California to define the salaries, benefits, and other conditions of employment for all employees in Bargaining Unit 18.

CAPT enforces the contract by filing grievances, complaints, arbitrations, and unfair labor practice charges.

CAPT provides a team of skilled labor attorneys and representatives to defend CAPT members against disciplinary and licensing/certification actions.

CAPT works with the state legislature and the licensing board to advance the profession and address professional concerns.



CAPT delivers legislative advocacy on department funding, pension sustainability, licensing regulations, working conditions, and more.

CAPT updates Psych Techs with industry-specific related news, including matters about their job, facility, and profession.

CAPT provides group term life insurance and supplemental group plans for active CAPT members.

CAPT administers a Psych Tech scholarship program for CAPT members' relatives and households.

To learn more about CAPT and its services read on or select specific topics from the index at the top of each page.

Governance and Leadership

The business and activities of the association are under the direction of an elected board of directors, consisting of the state president and the president at each chartered chapter. In addition, three board members are elected as state president, state vice president, and state secretary-treasurer. These officers are called the CAPT Executive Committee and direct CAPT's business between board meetings.

CAPT's activities are governed by a constitution and bylaws set forth by the annual meeting delegates. The board of directors or annual meeting delegates adopt the operating policies that control the day-to-day operations.

Any CAPT member may obtain a copy of these documents by contacting CAPT headquarters.

2022 Annual Meeting, San Diego





Local Chapters

Once every year, delegates from all chapters convene for an annual meeting. The meeting delegates set policy for CAPT's operations and make necessary amendments to CAPT's constitution and bylaws, and operating policies. Every even-numbered year, delegates elect state officers.

CAPT is a nonprofit corporation registered with the State of California, which gives members specific rights and protections under the California Corporations Code.

The CAPT statewide Constitution and Bylaws govern the chapters' operations and finances. Each chapter gets a portion of its membership dues to operate the chapter of-fice and finance activities at the grassroots level.

Matters specific to the chapter are controlled by its chapter constitution and bylaws, decided and adopted by its membership.

Regional/Statewide Chapters

CAPT operates two regional chapters and one statewide chapter. The regional chapters include Northern Corrections and Southern Corrections. The Northern Corrections Chapter consists of the BU 18 employees

Stockton Chapter rallies for patient safety





who work at state prisons throughout northern California. Likewise, the Southern Corrections Chapter includes those who work at state prisons throughout southern California.

The Integrated Community Chapter is a statewide chapter and has BU 18 employees who work for the Department of Developmental Services at state-operated STAR homes or in the Community State Staffing Program.

Each chapter has Job Stewards. Job Stewards are Psych Techs who represent other Psych Techs and are specifically trained in contract advocacy procedures.

Chapter Membership Status

CAPT's membership status has always remained strong; as of December 2022, CAPT's overall statewide membership stood at 91.8 percent. CAPT's total membership count is at 4,903, broken down by chapter as follows:

Atascadero Chapter.....	569
Coalinga Chapter.....	700
Community Facilities Chapter.....	92
Northern Corrections Chapter.....	415
Southern Corrections Chapter.....	387
Integrated Community Chapter.....	157
Metropolitan Chapter.....	541
Napa Chapter.....	589
Patton Chapter.....	794
Porterville Chapter.....	394
Stockton Chapter.....	265

CAPT in Action

Whether the issue affects many Psych Techs or just one, CAPT stands ready to move into action effectively:

- Swift response to needs and requests of members.
- Professional staff available at all times.
- An experienced lobbyist in the State Capitol.
- An informative, statewide magazine, plus regular updates with leaflets and our website.
- Trained job stewards to provide local representation.
- A solid record of adverse action hearings and appeals.
- Aggressive action on overtime.
- Negotiated duty statements.
- Continued membership for retired Psych Techs.
- Strong support for Psych Tech professional practice groups.
- A Psych Tech licensing exam prep course.

CAPT's Consultants

Full-time consultants serve CAPT with the firm Lyles, Wiesmann, Pizzotti, and Associates, Inc. CAPT's consultants are experienced longtime professionals in a consulting arrangement that began when CAPT was founded in 1985.

The firm handles contract negotiations, legislative lobbying, State Personnel Board hearings, licensing hearings, arbitrations, and other representation matters. They also do research, produce CAPT's state magazine, website, fliers, and other publications, conduct training, and manage CAPT's administrative services.



CAPT's History

On January 26, 1985, the California Association of Psychiatric Technicians was created by a small group of Psych Techs meeting in a Bakersfield motel room. Most had been officers and activists in the Communications Workers of America, Local 11555, the AFL-CIO union that represented Psych Techs since the first elections were held in 1981.

Over the years, a critical difference of opinion emerged regarding representation. Psych Techs wanted to have their professional stature raised and concerns addressed. Unfortunately, CWA considered Psych Techs as blue-collar workers, just like the telephone workers it represented. Psych Techs tried to reform the CWA local from the inside but without success.

Rejecting the status quo, Psych Techs decided to create a new employee organization, a new union they could trust to advance their professional needs. This small but determined group of Psych Techs formed CAPT as a nonprofit corporation independent of any national union.

An election was held, and Psych Techs chose CAPT 57 percent to CWA's 40 percent. CAPT was installed as the elected representative of Psych Techs on December 30, 1986. In mid-1989, CWA tried to get back in, and another election was held. Psych Techs again chose CAPT, this time by a margin even more significant than the first election.

CAPT's countdown to election victory against CWA





CAPT Membership

Over 90 percent of state-employed Psychiatric Technicians are CAPT union members. CAPT's dues structure is one of the lowest in the state's 21 bargaining units, at one percent of your monthly salary. For example, if your salary is \$4,500, you pay \$45 a month.

Members may continue their membership after retirement for a small monthly fee by contacting CAPT headquarters in Sacramento. They must do this if they want their automatic life and accidental death insurance to continue into retirement.

The value that comes with a CAPT membership can't be beaten. CAPT members receive union representation when their state job or professional license/certificate is

in jeopardy, saving members their careers and thousands of dollars in legal fees.

CAPT members may also hold a CAPT chapter or statewide office, vote in CAPT elections, take steward training, be appointed as a job steward, serve as an Annual Meeting delegate, and serve on CAPT committees. In addition, CAPT member family members and household residents are eligible to win Psych Tech scholarship awards.

CAPT membership is like having job insurance. Just as with life insurance, you hope you won't need it. But if you do, the protection is there.

Community Facilities Chapter meeting





Collective Bargaining

State Employment

State employees are divided into two large groups. The largest covers rank-and-file employees, including Psych Techs. Their salaries, benefits, and working conditions are covered by binding contracts negotiated through collective bargaining. The other group, supervisors, managers, and confidential employees, do not have contracts.

The rank-and-file employees are further divided into 21 bargaining units. These are groups of employees who have similar jobs. Each bargaining unit elects one organization to negotiate the contract and provide year-round representation for employees in the unit.

Bargaining Unit 18

Bargaining Unit 18 includes all state-employed Psych Techs and related classifications. Most of the employees in our bargaining unit, over 90 percent, are dues-paying CAPT members and have the right to full benefits of the association, including, but not limited to, representation in disciplinary and licensing actions and court appeals.

The benefits for BU 18 employees who are not CAPT members are limited to those required by the Ralph C. Dills Act, which is the right to receive representation in grievances and complaints under the Bargaining Unit 18 contract.

BU 18 Contract

CAPT negotiates contracts with the state to spell out details of salaries, benefits, and other conditions of employment for all employees in Psychiatric Technician Bargaining Unit 18. When using the term Psych Tech, CAPT is also referencing the related, non-licensed caregivers in our bargaining unit.

Contract Improvements

Since CAPT started representing Psych Techs in 1986, it has negotiated several contracts with the State of California. Some of the important enhancements for Psych Techs include:

- Significant pay increases for Psych Techs and Sr. Psych Techs in all departments, equal to—and sometimes better than—those negotiated by international unions for represented state employees
- Several hundred dollars of extra “recruitment and retention” pay every month in facilities with chronic vacancy rates.
- Pension plan enhancements and a “longevity pay” differential for BU 18 employees.
- \$1,500 Healthcare Facility Retention Pay
- \$2,400 Mental Health and Wellness Stipend (2024 sunset)
- Improved disability benefits for injuries both on and off the job.



- A health and dental program with employees choosing the coverage they want and getting cash if their choices cost less than the minimum the state will pay.
- Employee's option of having overtime work paid in cash or time off.
- Limits on how often mandatory overtime can be ordered.
- Full state reimbursement of renewal fees for Psych Tech licenses and Psych Tech Assistants CNA certificates.
- Improved "post and bid" rights for voluntary job transfers based on seniority.
- Allowing employees to sign up for three vacation periods every year.
- Additional Pay for job-relevant college courses completed within ten years.
- A voluntary "annual leave" plan as an option to separate sick leave and vacation programs.

Contract Enforcement

If management violates any provision of our negotiated contract with the State of California, CAPT enforces the contract by filing grievances, complaints, arbitrations, and unfair labor practice charges. Due to our team of experienced labor advocates, CAPT's success rate in these actions is excellent.

Psych Tech Activist Training

One of CAPT's ongoing pursuits is to equip Psych Techs who want to take an active role within CAPT. Psych Techs members may pursue union leadership roles as a chapter or state officer or union job steward.

CAPT's training programs are free to CAPT members. The most popular and vital training offered by CAPT is

2022 Contract Negotiations





steward training. Job Stewards are dedicated labor advocates who represent and assist employees through informal and formal resolution procedures. Stewards represent CAPT as the union’s contract enforcement team. In steward training, Psych Techs receive an

overview of CAPT’s history, structure, leadership, and goals. Attendees are taught the subject matter and art of representation, including steward certification, policies, and duties.

Representation

The job of a Psych Tech carries considerable risk. Not just the risk of injury but also the risk of disciplinary action resulting from fast and hard decisions Psych Techs must make on the job.

Disciplinary action resulting from these decisions can be twofold. First, depending on how severe the charge is, you could be fired, suspended without pay, or have your salary cut for months by your employer. Second, the Board of Vocational Nursing and Psychiatric Technicians can take a separate action to revoke or suspend your Psych Tech license or CNA certificate if you’re a Psych Tech Assistant, ending your ability to work as a Psych Tech or CNA anywhere in California.

When your livelihood can be at stake, CAPT membership amounts to legal representation insurance for both your job and license, which no Psych Tech should be without.

CAPT representation is provided by skilled labor attorneys, supported by trained job stewards and chapter officers with valuable knowledge of each facility and aspect of Psychiatric Technician nursing practice.

CAPT Team specializes in representing public employees, especially in disciplinary action cases. Outside of CAPT, this type of legal representation can cost a Psych Tech thousands of dollars. A Psych Tech member of CAPT in BU 18 can receive legal representation from a skilled labor attorney for the cost of their regular monthly payroll deduction. No matter how serious or complex the case, you don’t pay any additional amount for your representation.



Professionalism

Professional Concerns

CAPT is the professional association for Psych Techs and was formed to advance the profession by actively working with the state legislature, CalHR, the licensing board, and other departments and agencies as they relate to the oversight and regulation of our profession.

CAPT Psych Techs authored the Psychiatric Technician Pledge, adopted September 20, 1985, by Delegates to CAPT's First Annual Meeting.

CAPT maintains the Psychiatric Technician Standard of Practice and Code of Ethics.

Licensing Board

As the professional organization for Psychiatric Technicians, CAPT has the leadership and resources to watch and monitor the regulatory and licensing activities of our licensing board, the Board of Vocational Nursing and Psychiatric Technicians.

Whether it's a license renewal foul-up, an attempt to suspend, revoke, or deny a license, or any other licensing issue, CAPT is there. CAPT is the only state employee union that defends member licenses. CAPT provides the same service for Psych Tech Assistants facing action against their Certified Nurse Assistant certificates.

Legislative Advocacy

Decisions determining whether your job is rewarding and satisfying are ultimately made in Sacramento by the legislature, the governor, and the departments of State Hospitals, Developmental Services, and Corrections and Rehabilitation.

Legislative decisions are governed by two consider-

ations: money and public policy. One of CAPT's primary missions is to work for appropriate funding and policies affecting Psych Tech staffing levels, salaries, benefits, safety, physical facilities, and patient care.

CAPT maintains a strong legislative program to deal with the state budget and individual pieces of legisla-



tion. It's a complex, difficult task maneuvering necessary improvements for Psych Techs through a maze of competing interests. To enhance our legislative efforts, CAPT has a political action committee to provide campaign contributions to political candidates and causes. Political action gives Psych Techs a formidable voice in issues critical to the profession.

Legislative Achievements

CAPT sponsored the law that enhanced the Psych Tech scope of practice by including blood withdrawal, immunizations, and tuberculosis skin testing.

CAPT sponsored the law that established a continuing education program for Psych Techs—much like the

programs that keep RNs, doctors, and LVNs updated on developments in their profession.

CAPT sponsored the law giving state hospital, prison, and some DDS Psych Techs the higher benefits of safety retirement.

CAPT was instrumental in forming the Safety Now Coalition at state hospital facilities.

CAPT sponsored legislation that allowed state hospitals to streamline the involuntary medication process, authorized DSH to purchase new GPS-based alarms, and created the enhanced treatment program. These legislative victories reduced assaults on staff from 4,000 in 2010 to just over 2,700 in 13 years.

CAPT representatives at the state capitol testifying before the Little Hoover Commission on the perils of mandatory overtime





CAPT sponsored legislation that merged the LVN fund and the PT fund at the BVNPT, equalizing the licensing fees paid by LVNs and PTs.

CAPT sponsored legislation that required LVN and PT program educators to pay, previously subsidized by licensing fees, for the accreditation services they use at the BVNPT.

CAPT prevented a CDCR budget change proposal that sought to eliminate 250 Psych Tech positions and replace them with CNAs. Instead of layoffs, CAPT reached an agreement with the state to let the positions go by attrition, which led to a 15 percent recruitment and retention benefit to keep PTs from transferring elsewhere at a record pace.

Communications

CAPT updates Psych Techs regularly with industry-specific related news, including matters pertaining to their job, facility, and profession.

State Magazine

The flagship of CAPT's communications program is our statewide digital magazine, Outreach. The Outreach is recognized as one of the best state employee organization publications. The magazine includes complete coverage of all aspects of CAPT's service program anywhere there is an issue affecting Psych Techs and is available to CAPT members by [email subscription](#) or online at www.psychtechs.net. Printed versions of the Outreach are also available at local chapter offices.

Website

CAPT's website provides the latest information on issues of interest to Psych Techs. CAPT's website also

provides Psych Techs with a wealth of information relevant to the State Association, its local chapters, the Psych Tech profession, union resources, and membership benefits.

Leaflets

When the news can't wait until the next issue of Outreach, CAPT puts out fliers for local chapter leaders to distribute at the work sites.

Chapters

CAPT chapters hold regular member meetings to keep members informed and to receive feedback, questions, and concerns. Each local chapter also maintains a Facebook page or newsletter to keep local members up-to-date on local and statewide issues.



California Association of Psychiatric Technicians
1220 'S' Street, Suite 100
Sacramento, CA 95811-7138

CHANGE SERVICE REQUESTED

