

CAPT, STATE REACH AGREEMENT ON LANTERMAN LAYOFF PROCESS

Maintains seniority, offers reemployment options

CAPT activists and staff have forged an agreement with State of California representatives outlining our reemployment rights as Lanterman closes at the end of this year. The agreement includes...

- **SENIORITY** – Your state seniority will transfer with you, even if you transfer to or are rehired by a different state department.
- **SUPER SROA** – Language recently added to our contract gives us special reemployment priority for state facilities in the same or neighboring counties – in our case, Los Angeles, Kern, Orange, Ventura and San Bernardino. Employees in the same classification designated “safety” have eligibility to “non-safety” and vice versa.
- **REHIRING LISTS** – Lanterman BU18 employees who are laid off or demoted in lieu of layoff will be included on state hiring lists, ranked by seniority. These lists require departments to hire from these lists prior to using any other lists.
- **RELOCATION ASSISTANCE** – Effective April 1, employees reporting to other DDS facilities both inside and outside the Super-SROA geographic area are eligible for \$3,500 in relocation assistance; advances are available if needed. DDS will also make every effort to provide employees who change their residence more than 50 miles time off to move.
- **LEAVES AND LEAVE CASH-OUT** – LDC employees voluntarily reporting to other state locations can have various types of leave-time cashed out upon request. DDS also will make reasonable efforts to honor pre-approved leaves.
- **PHYSICAL AGILITY EXAM** – CDCR/CCHCS has waived their physical-agility exam requirement for affected LDC BU18 members, as have most DSH facilities. However, for PSH and ASH – which experienced increased injuries following past exam waivers – the facilities will work with interested individuals by hiring them with a conditional job offer, providing three chances to pass the exam and then free medical reviews for fitness for duty.

“This announcement signals the ultimate loss of a truly unique developmental facility,” said Lanterman Chapter President Brad Whitehead, a 35-year LDC PT. “But this announcement also offers as many opportunities as possible for our dedicated members to continue to provide professional services in state facilities for Californians with developmental disabilities and mental illnesses.”

Whitehead will be visiting the units to provide more information on layoffs, reemployment options and other details about the closure process. Feel free to contact him at **(909) 595-1085** with questions.

