

**DEPARTMENT OF PERSONNEL ADMINISTRATION  
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT  
FOR BARGAINING UNIT 18**

**Exclusive Employee Representative  
California Association of Psychiatric Technicians (CAPT)**

**Number of Employees:** Approximately 5,678 full-time equivalents

**I. Compensation**

***Personal Leave Program (PLP 2012)***

- Effective July 2012, the Personal Leave Program 2012 (PLP 2012) will apply to BU 18 employees. This program reduces pay equal to 8 hours per month, or approximately 4.62% in exchange for a day off each month. This program shall remain in effect for 12 consecutive months. The policy for the administration of the PLP 2012 program in relation to CAPT is contained in this agreement.

**II. Miscellaneous**

- Article 6.2 (Vacation) - Vacation Bidding
  - To ensure PLP is used promptly, employees are able to include PLP in accumulated balance to bid for vacation.
  - To reduce leave balances and PLP employees are able to bid for vacation in three (3) periods and bid up to thirty-four (34) eight-hour days of vacation time.
- Article 5.1 (E) and (F) - Overtime
  - Departments are to audit employees compensating time off (CTO) and ensure compliance with the provision of this article.
- Agreement contains supersession language.

**III. Duration**

- Contract term remains the same, July 1, 2010 – July 1, 2013.
- Term of PLP 2012 will be July 1, 2012 - June 30, 2013.

**IV. Fiscal**

- FY 2012/13 Total Savings: \$17.5 Million  
General Fund = \$12.9 and Other Funds = \$4.6 Million

**V. Agreement**

- The complete Tentative Agreement between the State and CAPT is posted at: <http://www.dpa.ca.gov/bargaining/contracts/index.htm>