

**DEPARTMENT OF PERSONNEL ADMINISTRATION  
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT  
FOR BARGAINING UNIT 10  
2012 Reduction in Pay Agreement**

**Exclusive Employee Representative:  
California Association of Professional Scientists (CAPS)**

**Number of Employees:** Approximately 2,656 full-time equivalents

**I. Compensation**

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

- Effective July 1, 2012 pay period the Personal Leave Program 2012 (PLP 2012) will apply to BU 10 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 CAPS is contained within the agreement.

**II. Miscellaneous**

- Telework Incentive, requires departments to respond to telework requests within 30 days. The State and CAPS recognize that the January 2010 Model Telework Policy is effective for all the appointing authorities of state scientists, with the exception of the Cal Environmental Protection Agency (CalEPA) boards, departments and offices. For CalEPA scientists, the CalEPA telework policy is operative.
- Classification Committee, creates one existing full-time classification specialist to support the Joint Labor Management Committee in their effort to maximize the ability of the State to recruit and retain scientists. The Committee shall endeavor to make substantive joint recommendations for adoption by the State Personnel Board no later than March 30, 2013.
- Contract contains supersession language.

**III. Duration**

- Contract term remains the same, April 1, 2011 - July 1, 2013
- Term of the PLP 2012 will be July 1, 2012 - June 30, 2013

**IV. Fiscal**

- FY 2012/13 Total Savings: \$10.8 million  
General Fund = \$2.0 and Other Funds = \$8.8

**VI. Agreement**

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