



CALIFORNIA DEPARTMENT OF HUMAN RESOURCES

Office of the Director  
1515 S Street, North Building, Suite 400  
Sacramento, CA 95811  
(916) 322-5193 Fax (916) 322-8379

Governor Edmund G. Brown Jr.  
Secretary, Government Operations Agency Marybel Batjer  
Acting Director Richard Gillihan  
Acting Chief Deputy Director Pam Manwiller

April 1, 2014

The Honorable Mark Leno  
Chair, Joint Legislative Budget Committee  
Legislative Office Building  
1020 N Street, Room 553  
Sacramento, CA 95818

**Re: Addendum to Bargaining Unit (BU) 19, American Federation of State, County and Municipal Employees (AFSCME), Health and Social Service Professionals: Recreational Therapists**

This is to inform you that an agreement has been reached between the State and BU 19 (AFSCME). This agreement clarifies that all BU 19 employees currently employed in the classifications of Rehabilitation Therapist or Recreational Therapist must be certified as a Recreational Therapist. Those who are not certified or not verified as eligible by the California Board of Recreation (Board) or the National Council for Therapeutic Recreations Certification, Inc. (Council) shall be placed on surplus effective May 1, 2014.

The attached agreement outlines how impacted employees can obtain their certification or work to meet the certification requirements. An ongoing meet and confer process is anticipated as this agreement is implemented and may result in subsequent agreements. This addendum will impact employees in the following departments: Corrections and Rehabilitation, Developmental Services, State Hospitals, and Veterans Affairs.

Certification from either the Board or Council requires a fee. This agreement also provides a reimbursement to the employee for the determination of eligibility for certification in the amount of \$35.00, if requested. Cost estimates are included.

CalHR is providing this addendum for the Committee's information according to Government Code §3517.63. If you have any questions or concerns please contact Jodi LeFebre, Legislative Coordinator at (916) 327-2348.

Sincerely,

Richard Gillihan, Acting Director  
California Department of Human Resources

Attachments

cc: Members, Joint Legislative Budget Committee

Peggy Collins, Principal Consultant  
Joint Legislative Budget Committee

Camille Wagner, Chief Deputy Legislative Affairs Secretary  
Office of Governor Edmund G. Brown Jr.

Mac Taylor, Legislative Analyst  
Office of the Legislative Analyst

Nancy Farias, Deputy Secretary for Legislation  
Government Operations Agency

ecc:

Marianne O'Malley, Director Gen. Government  
Office of the Legislative Analyst

Nick Schroeder, Consultant  
Office of the Legislative Analyst

Erika Li, Asst. Program Budget Manager  
Department of Finance

Craig Cornett, Chief Fiscal Policy Advisor  
Office of the Pro Tem

Charles Wright, Chief Consultant  
Office of the Pro Tem

Chris Woods, Budget Director  
Office of the Speaker

Greg Campbell, Chief of Staff  
Office of the Speaker

Nick Hardeman, Chief Consultant  
Office of the Speaker

Seren Taylor, Staff Director  
Senate Republican Fiscal Office

Chantele Denny, Consultant  
Senate Republican Fiscal Office

Anthony Archie, Consultant  
Assembly Republican Fiscal Office

Peter Schaafsma, Staff Director  
Assembly Republican Fiscal Office

Mark Ibele, Staff Director  
Senate Budget Committee

Joe Stephenshaw, Consultant  
Senate Budget Committee

Christian Griffith, Chief Consultant  
Assembly Budget Committee

Mark Martin, Consultant  
Assembly Budget Committee

Mark McKenzie, Staff Director  
Senate Appropriations Committee

Maureen Ortiz, Consultant  
Senate Appropriations Committee

Geoff Long, Chief Consultant  
Assembly Appropriations Committee

Roger Dunstan, Consultant  
Assembly Appropriations Committee

Pamela Schneider, Chief Consultant  
Senate PE&R Committee

Karon Green, Chief Consultant  
Assembly PER&SS Committee

Gary Link, Consultant  
Senate Republican Caucus

Terry Mast, Consultant  
Assembly Republican Caucus

Pam Manwiller, Acting Chief Deputy Director  
CalHR

Cindie Fonseca, Labor Relations Officer  
Labor Relations, CalHR

Alene Shimazu, Chief  
Fiscal Analysis, CalHR

STATE'S PROPOSAL  
3/3/14  
AFSCME BARGAINING UNIT 19  
ARTICLE 7.18 RECREATION THERAPISTS

*[Handwritten signatures and notes]*  
8:51am  
3/4/14  
Cindy Jayne  
Danner  
Sanders  
Grish  
[Signature]  
[Signature]

1. All employees currently employed in the classifications of Rehabilitation Therapist, State Facilities (Recreation Safety) (Class Code 8324); Rehabilitation Therapist, State Facilities (Recreation) (Class Code 8312); or Recreation Therapist, Correctional Facility (Class Code 9286), who are not certified, or not verified eligible by the State or National Board pursuant to the California Business & Professions Code Section 17505.2 shall be placed on surplus effective May 1, 2014.
2. Surplus will be effective for one hundred twenty (120) days, employees may elect their preference for geographic location.
3. Employees who self-certified that they may be eligible or are actively pursuing certification pursuant to the California Business and Professions Code Section 17505.2 shall have their Pre Application Coursework Review submitted to the National Council for Therapeutic Recreation Certification (NCTRC) and/or California Board of Recreation and Park Certification (CBRPC):
  - a. Impacted employees must submit a fully completed Pre-Application, per the requirements of the Pre-Application Coursework Review form, with the required fee, to the NCTRC (attached), and provide a copy of the submitted Pre-Application form and/or the application for ~~CBRPC~~ to their Department designee no later than May 1, 2014.
  - b. All employees who submit a fully completed Pre-Application, per the requirements of the Pre-Application Coursework Review form, with the required fee, to the NCTRC (attached), and provide a copy of the submitted Pre-Application form and/or the application for ~~CBRPC~~ to their Department designee by May 1, 2014, can elect to be taken off surplus.
  - c. The employee must provide a copy of the final review received from the NCTRC, or a copy of the notification from ~~CBRPC~~ to the Department designee upon receipt.
  - d. Upon receipt by departmental designee of the final review by the NCTRC or CBRPC, the employee will be reimbursed for up to \$35 by travel claim.
  - e. Extensions will be considered on a case-by-case basis.
4. Impacted employees will be allowed up to sixty (60) minutes State time to participate in a Union conference call, specific to the meet and confer recreational therapist process.
5. The State and the Union agree to explore options for employees who accept a limited term position while on Surplus status.

9:39am  
CBRPC

## POTENTIAL RECREATIONAL THERAPIST APPLICANTS

| DEPARTMENT                                   | <i>Potential</i> number of applicants to be Reviewed* | National Board Review Fee | <b>TOTAL</b> |
|--|---|---------------------------|--------------|
| DEPARTMENT OF CORRECTIONS AND REHABILITATION | 68  | \$35                      | \$2,380      |
| DEPARTMENT OF STATE HOSPITALS                | 71  | \$35                      | \$2,485      |
| DEPARTMENT OF VETERANS AFFAIRS               | 6   | \$35                      | \$210        |
| DEPARTMENT OF DEVELOPMENTAL SERVICES         | 18  | \$35                      | \$630        |
|  |   |                           | \$5,705      |

\*Numbers do not include Recreational Therapists that are already certified as they do not need to be reviewed.