

DEPARTMENT OF HUMAN RESOURCES

LABOR RELATIONS DIVISION
1515 "S" STREET, NORTH BUILDING, SUITE 400
SACRAMENTO, CA 95811-7258



March 28, 2013

Ms. Ann Lyles
California Association of Psychiatric Technicians
1220 S Street
Suite 100
Sacramento, CA 95811

Subject: Initial Bargaining "Sunshine" Proposals

Dear Ms. Lyles,

Pursuant to the provisions of Government Code Section 3523, enclosed are the State's initial proposals to reopen negotiations in regards to the current collective bargaining agreement for Bargaining Unit 18 (BU 18), California Association of Psychiatric Technicians, between the State and the California Association of Psychiatric Technicians (CAPT).

The State employer is prepared to begin negotiations with CAPT BU 18 on a successor contract anytime after the sunshine process is complete.

As in previous years, the employer reserves the right to make additional proposals and will invite public review and comment at that time.

Sincerely,

A handwritten signature in black ink that reads "Shawn Ramirez". The signature is stylized and written over the printed name and title.

Shawn Ramirez
Labor Relations Officer

Enclosure

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
California Association of Psychiatric Technicians (CAPT)
State Bargaining Unit 18**

General

In recognition of the Governor's proposed 2013/14 budget and the State's fiscal deficit, the State intends to negotiate contract provisions that are fiscally responsible and that will achieve improved efficiencies within State government. The State is especially interested in any concept that reduces employer costs or achieves fiscal savings to the State. The State will incorporate the legislation, Assembly Bill 340, which established the Public Employee's Pension Reform Act of 2013 into a successor agreement.

The employer recognizes that the CAPT contract expires July 1, 2013, and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

Preamble

Article 1 – General Provisions

The State will be prepared to discuss changes to this provision that are consistent with current laws.

Article 2 – Psychiatric Technician Provisions

Article 3 – Management Rights

Article 4 – Wages

The State will be prepared to discuss changes to this article consistent with current laws.

Article 5 – Hours of Work and Overtime

Article 6 – Leaves and Holidays

The State will be prepared to discuss changes that provide management and employees the ability to manage leave more effectively.

Article 7 – Benefits

The State will be prepared to discuss health benefit changes.

Article 8 – Retirement Provisions

The State will be prepared to negotiate the inclusion of the Public Employee's Pension Reform Act of 2013 into successor agreements.

Article 9 – Working Conditions

Article 10 – Health and Safety

Article 11 – Committees

Article 12 – Representation and Association Provisions

Article 13 – Grievance and Arbitration Procedure

Article 14 – Entire Agreement and Duration

All Appendices and Side Letters

New Proposals

The State may make additional specific proposals or counter-proposals in any of the enumerated subject areas as issues arise during the course of bargaining.