CALIFORNIA ASSOCIATION OF
PROFESSIONAL SCIENTISTS

March 5, 2015

Richard Gillihan, Director
California Department of Human Resources
1515 S Street, North Building, Suite 400
Sacramento, CA 95814

Dear Mr. Gillihan:

Please find attached CAPS' initial bargaining proposals for 2015 pursuant to the Dills Act, Government Code Section 3525. Twenty five copies of this proposal will be made available for public review.

Sincerely,

Christopher J. Voight
Chief Spokesman

/Enclosure

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CALIFORNIA ASSOCIATION OF
PROFESSIONAL SCIENTISTS

CAPS
BARGAINING UNIT 10
INITIAL BARGAINING PROPOSALS
March 5, 2015

In accordance with Government Code Section 3523, during the course of negotiations.

PREAMBLE

CAPS proposes to continue this provision.

ARTICLE 1 – RECOGNITION

CAPS proposes to continue this provision.

ARTICLE 2 – SALARIES

2.1 **Salaries.** CAPS proposes to negotiate equitable and competitive salary ranges for the new and revised Unit 10 classifications reviewed via the Joint Labor/Management Classification Consolidation Committee project referenced in Section 17.4 of this MOU. CAPS likewise proposes to establish equitable and competitive salary ranges for all Unit 10 classifications that weren't revised in accordance with this review process. CAPS proposes to achieve salary equity effective July 1, 2015.

2.2 **Merit Salary Adjustments.** CAPS proposes to continue this provision.

2.3 **Night Shift Differential.** CAPS proposes to continue this provision.

2.4 **Bilingual Differential Pay.** CAPS proposes to continue this provision.

2.5 **Timely Payment of Wages.** CAPS proposes to continue this provision.

2.6 **Staff Specialist Compensation.** CAPS proposes to continue this provision.

2.7 **Diving/Climbing Pay.** CAPS proposes to continue this provision.

2.8 **Overpayment/Payment Errors.** CAPS proposes to continue this provision.

2.9 **Alternate Range 40.** CAPS proposes to continue this provision.

2.10 **Recruitment and Retention Differentials.** CAPS proposes to continue this provision.

2.11 **Payroll System.** CAPS proposes to continue this provision.

2.12 **Out-of-State Pay Differential.** CAPS proposes to continue this provision.

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2.13 **Emergency Pay (Veterinarians).** CAPS proposes to continue this provision.

2.14 **Operational Ability Incentive Program – DWR.** CAPS proposes to continue this provision.

2.15 **Salary and Alternate Range Disclosure.** CAPS proposes to continue this provision.

2.16 **Range Change Deferral and.** CAPS proposes to continue this provision.

ARTICLE 3 – LEAVES

3.1 **Vacation Leave.** CAPS proposes to continue this provision.

3.2 **Sick Leave.** CAPS proposes to continue this provision.

3.3 **FMLA.** CAPS proposes to continue this provision.

3.4 **Bereavement Leave.** CAPS proposes to continue this provision.

3.5 **Parental Leave.** CAPS proposes to continue this provision.

3.6 **Union Leave.** CAPS proposes to continue this provision.

3.7 **Unpaid Leave of Absence.** CAPS proposes to continue this provision.

3.8 **Jury Duty.** CAPS proposes to continue this provision.

3.9 **Nonindustrial Disability Insurance.** CAPS proposes to continue this provision.

3.10 **Catastrophic Leave.** CAPS proposes to continue this provision.

3.11 **Work and Family Program.** CAPS proposes to continue this provision.

3.12 **Catastrophic Leave – Natural Disaster.** CAPS proposes to continue this provision.

3.13 **Annual Leave.** CAPS proposes to continue this provision.

3.14 **Enhanced Nonindustrial Disability Insurance – Annual Leave.** CAPS proposes to continue this provision.

3.15 **Blood Donation.** CAPS proposes to continue this provision.

3.16 **Mentoring Leave.** CAPS proposes to continue this provision.

3.17 **Mentoring Leave Authorization – Science Fairs.** CAPS proposes to continue this provision.

3.18 **Precinct Election – Paid Time Off.** CAPS proposes to continue this provision.

3.19 **Voluntary Personal Leave Program (VPLP).** CAPS proposes to continue this provision.

3.20 **Personal Leave Program 2011.** CAPS proposes to continue this provision.

3.21 **No Mandated Reduction in Were Hours.** CAPS proposes to continue this provision.

3.22 **Vacation/Annual Leave Cash–Out.** CAPS proposes to continue this provision.

ARTICLE 4 – HOLIDAYS

4.1 **Holidays.** CAPS proposes to continue this provision.

ARTICLE 5 – HEALTH AND WELFARE

5.1 **Health, Dental, Vision Plans.** CAPS proposes to continue these provisions.

5.2 **Employee Assistance Program.** CAPS proposes to continue this provision.

5.3 **Medical Monitoring.** CAPS proposes to continue this provision.

5.4 **Employee Injury on the Job.** CAPS proposes to continue this provision.

5.5 **Independent Medical Examination.** CAPS proposes to continue this provision.

5.6 **Employee Injury or Disability.** CAPS proposes to continue this provision.

5.7 **Flex-Elect Program.** CAPS proposes to continue this provision.

5.8 **Pre-Tax of Health/Dental/Vision Premiums.** CAPS proposes to continue this provision.

5.9 **Benefits Advisory Committee.** CAPS proposes to continue this provision.

5.10 **Pre-Retirement Death Continuation of Benefits.** CAPS proposes to continue this provision.

5.11 **Accidental Death/Dismemberment Benefits – Department of Fish and Game.** CAPS proposes to continue this provision.

5.12 **Rural Health Subsidy Program.** CAPS proposes to restore this program.

5.13 **Health Promotion Activities.** CAPS proposes to continue this provision.

ARTICLE 6 – BUSINESS AND TRAVEL EXPENSES

6.1 **Business and Travel Expenses.** CAPS proposes to continue this provision but with increased travel reimbursement rates that enable state scientists to do the state's work safely and timely, and without requiring out-of-pocket expenditures.

6.2 **Moving Expenses.** CAPS proposes to continue this provision.

6.3 **Business Equipment, Materials and Supplies.** CAPS proposes to continue this provision.

6.4 **Uniform Replacement Allowance.** CAPS proposes to continue this provision.

6.5 **Damage of Personal Items.** CAPS proposes to continue this provision.

6.6 **License Renewal Fees.** CAPS proposes to continue this provision.

6.7 **Safety Footwear.** CAPS proposes to continue this provision.

ARTICLE 7 – HOURS OF WORK AND OVERTIME

7.1 **Meal Period.** CAPS proposes to continue this provision.

7.2 **Alternative Work Schedule.** CAPS proposes to continue this provision.

7.3 **Overtime Scheduling.** CAPS proposes to continue this provision.
7.4 **Call Back Time.** CAPS proposes to continue this provision.

7.5 **Fair Labor Standards Act.** CAPS proposes to continue this provision.

7.6 **Duty Officer, DTSC.** CAPS proposes to continue this provision.

7.7 **Work Week Group Definitions and Compensation.** CAPS proposes to continue this provision.

7.8 **On Call Assignments.** CAPS proposes to continue this provision.

7.9 **Arduous Duty Differential.** CAPS proposes to continue this provision.

7.10 **Telecommute/Telework Program.** CAPS proposes to continue this provision.

7.11 **On-Call Assignments-Public Health.** CAPS proposes to continue this provision.

ARTICLE 8 – RETIREMENT

8.1 **Retirement-Miscellaneous Members.** CAPS proposes to continue this provision.

8.2 **Retirement-Safety Members.** CAPS proposes to continue this provision.

8.3 **Second-Tier Retirement Plan.** CAPS proposes to continue this provision.

8.4 **Savings Plus Program.** CAPS proposes to continue this provision.

8.5 **Items Excluded from Compensation for Retirement Purposes.** CAPS proposes to continue this provision.

8.6 **Enhanced Industrial Retirement.** CAPS proposes to continue this provision.

8.7 **Tax Treatment of Employee Retirement Contributions.** CAPS proposes to continue this provision.

ARTICLE 9 – GRIEVANCE AND ARBITRATION PROCEDURE

9.1-9.13 **Grievance and Arbitration.** CAPS proposes to continue these provisions.

ARTICLE 10 – CAPS REPRESENTATIONAL RIGHTS

10.1 **Representational Designation.** CAPS proposes to continue this provision.

10.2 **Access.** CAPS proposes to continue this provision.

10.3 **Use of State Phones.** CAPS proposes to continue this provision.

10.4 **Distribution of Literature.** CAPS proposes to continue this provision.

10.5 **Use of State Facilities.** CAPS proposes to continue this provision.

10.6 **Representative Time Off.** CAPS proposes to continue this provision.

10.7 **Employee Time Off.** CAPS proposes to continue this provision.
10.8 **Representation Protection.** CAPS proposes to continue this provision.

10.9 **Release of Home Addresses.** CAPS proposes to continue this provision.

ARTICLE 11 – ORGANIZATIONAL SECURITY

11.1 **Organizational Security.** CAPS proposes to continue this provision.

ARTICLE 12 – STATE RIGHTS

12.1 **State Rights.** CAPS proposes to continue this provision.

ARTICLE 13 – GENERAL PROVISIONS

13.1 **No Strike.** CAPS proposes to continue this provision.

13.2 **No Lockout.** CAPS proposes to continue this provision.

13.3 **Individual Agreements.** CAPS proposes to continue this provision.

13.4 **Savings Clause.** CAPS proposes to continue this provision.

13.5 **Reprisals.** CAPS proposes to continue this provision.

13.6 **Supersession.** CAPS proposes to continue this provision.

13.7 **Non-Discrimination.** CAPS proposes to continue this provision.

13.8 **Sexual Harassment.** CAPS proposes to continue this provision.

13.9 **State-Owned Housing Rental and Utility Rates.** CAPS proposes to continue this provision.

ARTICLE 14 – HEALTH AND SAFETY

14.1 **Health and Safety Committees.** CAPS proposes to continue this provision.

ARTICLE 15 – CAREER DEVELOPMENT

15.1 **Release Time for State Civil Service Examinations.** CAPS proposes to continue this provision.

15.2 **Performance Appraisal.** CAPS proposes to continue this provision.

15.3 **Training.** CAPS proposes to continue this provision.

15.4 **Certification or Registration.** CAPS proposes to continue this provision.

15.5 **Departmental Orientation.** CAPS proposes to continue this provision.

15.6 **Professional Papers.** CAPS proposes to continue this provision.

15.7 **Volunteer Training.** CAPS proposes to continue this provision.
15.8 **Professional Society Dues.** CAPS proposes to increase the reimbursement amount.

15.9 **Professional Conferences.** CAPS proposes to continue this provision.

ARTICLE 16 – TRANSFER AND LAYOFF

16.1 **Layoff and Reemployment.** CAPS proposes to continue this provision.

16.2 **Reducing the Adverse Effects of Layoff.** CAPS proposes to continue this provision.

16.3 **Change in Work Location.** CAPS proposes to continue this provision.

16.4 **Appeal of Involuntary Transfer.** CAPS proposes to continue this provision.

ARTICLE 17 – CLASSIFICATION

17.1 **Classification Changes.** CAPS proposes to continue this provision.

17.2 **Out-of-Classification Grievance Process.** CAPS proposes to continue this provision.

17.3 **Salary Survey.** CAPS proposes to continue this provision.

17.4 **Joint LM Committee-Classification Issues.** CAPS proposes to modify and continue this provision to the extent that the project remains incomplete.

ARTICLE 18 – PERMANENT INTERMITTENT APPOINTMENTS

18.1 **Permanent Intermittent Appointments.** CAPS proposes to continue this provision.

ARTICLE 19 – MISCELLANEOUS

19.1 **Request for Reinstatement After AWOL Separation.** CAPS proposes to continue this provision.

19.2 **Incompatible Activities.** CAPS proposes to continue this provision.

19.3 **Personnel and Evaluation Materials.** CAPS proposes to continue this provision.

19.4 **Release Time for State Personnel Board Hearings.** CAPS proposes to continue this provision.

19.5 **Peer Review.** CAPS proposes to continue this provision.

19.6 **Transportation Incentives.** CAPS proposes to continue this provision.

19.7 **Group Legal Services.** CAPS proposes to continue this provision.

19.8 **Workplace Violence Prevention.** CAPS proposes to continue this provision.

19.9 **CalEPA Relocation and Transportation Agreement.** CAPS proposes to continue this provision.

19.10 **Contracting Out.** CAPS proposes to continue this provision.

ARTICLE 20 – ENTIRE AGREEMENT AND DURATION

20.1 **Entire Agreement.** CAPS proposes to continue this provision.

20.2 **Duration.** CAPS proposes a definite term.

20.3 **Contract Appropriation.** CAPS proposes to amend and continue this provision as appropriate.

20.4 **Previous Tentative Agreements Retained.** CAPS proposes to delete this section.

SIGNATURE PAGE. CAPS proposes to include a signature page.

SALARY SCHEDULE. CAPS proposes to retain and update this section.

CAPS RESERVES THE RIGHT TO MAKE NEW PROPOSALS AT ITS SOLE DISCRETION.