

**COVID-19 Recession Recovery Side Letter of Agreement between
California Association of Professional Scientists and the State of California**

Bargaining Unit: 10

Date: June 9, 2021; 12:08 PM

Exclusive Representative: CAPS

The parties agree to the following COVID-19 Recession Recovery provisions. This side letter is effective upon ratification by the parties and continues until June 30, 2022 or until the provisions are incorporated into a successor agreement whichever occurs first. It also amends and/or supersedes the side letter dated June 25, 2020, as noted below:

I. Termination of Pay Decreases and Suspensions

A. Personal Leave Program (3.23 new) – 2020

Effective the first day of the pay period following ratification by both parties, the Personal Leave Program 2020 (PLP 2020) will end. This will result in the elimination of the 9.23% reduction of employees' pay. Employees will no longer receive PLP 2020 leave credits effective the first day of the pay period following ratification. Provisions related to the use and compensability of PLP 2020 leave credits will remain unchanged, except for the following provisions:

1. PLP 2020 accruals do not expire.
2. Employees shall be allowed to modify their participation in Voluntary Personal Leave Program (VPLP) from the first day of the pay period following ratification until three calendar months after that date. After this time period, the standard modification timeframes will go back into effect, per Section 3.19.

B. Prefunding of Post-retirement Health Benefits (Article 8.9)

Notwithstanding Government Code Sections 22940, 22942, 22943, 22944, 22944.2, 22944.3, and 22944.5, the employees' monthly contribution for prefunding other post-employment benefits for the 2020-21, as described in BU 10 Article 8.9, paragraphs A and B, was suspended and was not withheld from employees' salaries. The employer's monthly contribution for prefunding other post-employment benefits continued in the 2020-21 fiscal year, as described in BU 10 Article 8.9, paragraphs A and B.

Effective on the first day of the pay period following ratification by both parties, BU 10 Article 8.9 will be in full effect and the employees' monthly contributions for prefunding other post-employment benefits will resume at the actuarially determined total normal costs calculated pursuant to 8.9(B), which is currently 2.1 percent, based on the June 30, 2019 valuation and 2019-20 pensionable compensation.


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C. General Salary Increases (GSI) (Article 2.1B)

Effective the first day of the pay period following ratification, employees will receive a 7.63% percent General Salary Increase (GSI) to account for the suspended 5% GSI in the parties' side letter dated June 25, 2020, a new 2.5% GSI, and .13% for compounding.

D. Continuance of Sections

The following sections from the June 25, 2020 side letter shall continue as agreed to, except as otherwise amended above:

- 3.1 – Vacation Leave
- 3.13 – Annual Leave
- 3.23 – Personal Leave Program - 2020
- 8.1 - Miscellaneous/Industrial -First Tier Members: First Tier A (2% at age 55), First Tier B (2% at age 60), and (PEPRA) First Tier (2% at age 62) Formulas/Contribution Rate/Final Compensation Earnable
- 8.2 - Retirement -Safety Members State Safety A Formula (2.5% at age 55), State Safety B Formula (2% at age 55) and Public Employees' Pension Reform Act (PEPRA) State Safety Formula (2% at age 57)
- 8.9 – Prefunding of Post-Retirement Health Benefits

The following sections from the June 25, 2020 side letter shall be superseded by this side letter upon the first day of the pay period following ratification:

- 2.1.1 - Contract Reopener Language –Elimination of Pay Decreases and Suspensions
- 3.21 - No Mandated Reduction in Work Hours

Jun 9, 2021

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CAPS Bargaining Team Chair

Jun 9, 2021

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Principal Labor Relations Officer