

CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF SIDE LETTER AGREEMENT FOR BARGAINING UNIT 18

**Exclusive Employee Representative:
California Association of Psychiatric Technicians (CAPT)**

Number of Employees: Approximately 6,576 full-time equivalents

General Provisions

I. Compensation

Personal Leave Program (PLP 2020)

- Effective on the first day of the pay period following ratification, the Personal Leave Program (PLP 2020) will end. Bargaining Unit 18 employees will have their full salaries restored.
- Effective on the first day of the pay period following ratification, Bargaining Unit 18 employees will no longer receive PLP 2020 leave credits. All provisions related to the use and compensability of the PLP 2020 leave credits will remain unchanged.

General Salary Increase (GSI)

- Effective on the first day of the pay period following ratification, Bargaining Unit 18 employees will receive a 5.58 percent salary increase. This increase was originally schedule for July 1, 2020 (2.75 percent) and July 1, 2021 (2.75 percent), including compounding (0.08 percent).

Minimum Wage Equity Adjustment (Pay Differential 443)

- Effective on the first day of the pay period following ratification by both parties, Bargaining Unit 18 employees will no longer be eligible for the Minimum Wage Equity Adjustment that was negotiated in response to the implementation of PLP 2020.

II. Post-Employment Benefits

Prefunding of Other Post-Retirement Benefits (OPEB)

- Effective on the first day of the pay period following ratification, Bargaining Unit 18 employees will resume monthly contributions to prefund OPEB. (Section 15.1)

III. Miscellaneous

Vacation Leave

- Effective with the October 2021 bid cycle, Bargaining Unit 18 employees will be able to bid for a total of 32 vacation days, but may not exceed the accrued PLP/vacation/annual leave balances available. (Section 6.2)

Contract Reopener Language

- This side letter agreement may be reopened upon finalization of the federal regulations regarding essential worker premium pay.

IV. Term

- Effective the first day of the pay period following ratification. The union ratification process has been completed.

V. Fiscal

- Fiscal Year 2020-21 costs: \$31.7 million (\$30.8 million General Fund)
- Total 1-Year Incremental costs: \$31.7 million (\$30.8 million General Fund)
- Total 1-Year Budgetary costs: \$31.7 million (\$30.8 million General Fund)

VI. Agreement

- This Side Letter Agreement represents the ending of PLP 2020, the restoration of prefunding OPEB, and general salary increases.
- The Side Letter Agreement between the state and CAPT is posted on the [CalHR Bargaining Unit 18 Contract Webpage](#).