

# Management Counter Proposal

Bargaining Unit: 18

Date: 06/02/2021

Exclusive Representative: CAPT

Time: 1135 AM

## Side Letter – Modifying the 2020 COVID-19 Pandemic Recession Side Letter

This Agreement is a Side Letter of the current Memorandum of Understanding (MOU) effective July 2, 2019 through July 1, 2022, between the California Association of Psychiatric Technicians (CAPT) Bargaining Unit 18 (BU 18) and the State of California (State).

### I. Termination of Pay Decreases and Suspensions

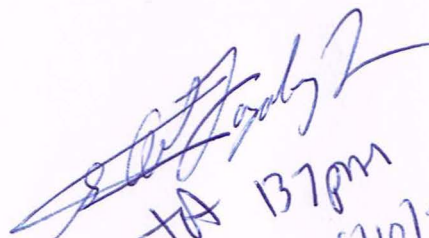
#### A. Personal Leave Program – 2020

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.

#### B. Prefunding of Post-retirement Health Benefits (Article 15.1):

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 fiscal year, as described in BU 18 Article 15.1, 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 18 Article 15.1, paragraphs A and B.

Effective on the first day of the pay period following ratification by both parties, BU 18 Article 15.1 will be in full effect and the employees' monthly contributions for prefunding other post-employment benefits will resume.

  
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### C. General Salary Increases (GSI) (Article 4.2)

Effective the first day of the pay period following ratification, employees will receive a 5.58 percent salary increase. This salary increase includes 0.08 percent to account for the compounding of the two originally negotiated increases:

- The GSI originally negotiated with an effective date of July 1, 2020 of 2.75%.
- The GSI originally negotiated with an effective date of July 1, 2021 of 2.75%.

### D. Minimum Wage (PD 443)

Effective July 1, 2020, the parties agreed the minimum salary in the salary range for all BU 18 Represented classifications shall be no less than \$15 per hour as a result of the implementation of PLP 2020. Pay Differential (PD) 443 was implemented to achieve this. Effective on the first day of the pay period following ratification by both parties, BU 18 Represented classifications are no longer eligible for this PD.

## II. Vacation Modification (Article 6.2):

Section H, Vacation Bidding: Second paragraph: Effective with the October 2021 bid cycle, BU 18 employees shall be able to bid for a total of thirty-two (32) vacation days. Third paragraph: For the purpose of this Subsection, an employee's chosen vacation period may not exceed the employee's accrued PLP/vacation/annual leave time balances at the time the vacation is to be taken. All other provisions of Article 6.2 shall remain in effect.

## III. Federal Funding for Essential Worker Premium Pay

A. It is understood by the parties that the federal stimulus enacted in March 2021, known as the American Rescue Plan Act, includes money to be provided to states for the purposes of distributing essential worker premium pay to some or all essential workers in both the private and public sector. It is further understood by the parties that federal and state guidelines will dictate the manner in which premium pay will be distributed and that income levels may be a consideration in the distribution.

B. The parties agree that when federal and state guidelines are released regarding essential worker premium pay, the state will meet and confer with Bargaining Unit 18 to determine the impact on BU 18 members.

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