

## Management Counter Proposal

**Bargaining Unit: 10**

**Date: July 21, 2022 @ 1:50 pm**

**Exclusive Representative: CAPS**

### **Side Letter - Health Care Facility Retention Payment**

This agreement is a Side Letter of the current Memorandum of Understanding (MOU) effective July 1, 2018, through July 1, 2020, between the California Association of Professional Scientists (CAPS) and the State of California.

In recognition of those who have been in-person supporting the delivery of care to the most acute patients during the COVID-19 pandemic, each eligible full-time employee shall receive a one-time payment of \$1,500 dollars.

**Bargaining Unit 10 employees who meet the following three eligibility criteria will receive the payment:**

1. Employee must have been employed by the State on January 1, 2022, and must have remained employed by the State upon the first day of the pay period following ratification, and
2. Employee is employed in a correctional facility, correctional health facility, State Hospital, Veteran's home, and/or Developmental Services facility, and
3. Employee was in-person providing services onsite more than 50% of the time during the pandemic.

The eligibility and payment of this one-time payment is grievable directly to the third step (Department level) of the grievance procedure as outlined in Article 9 and is not subject to the arbitration procedure in the MOU. The fourth step (CalHR level) is the final level of review.

Prior to filing a grievance, the employee is encouraged to first contact their local personnel office for resolution.

This one-time payment shall not be considered compensation for the purposes of retirement.

David Rist

*David Rist*

CAPS Bargaining Team Chair  
Jul 21, 2022

Candace Murch

*Candace Murch*

Candace Murch (Jul 21, 2022 15:31 PDT)

CalHR Principal Labor Relations Officer  
Jul 21, 2022