

March 7, 2017

SIDE LETTER # _____
Between
THE STATE OF CALIFORNIA
and
CALIFORNIA ASSOCIATION OF PROFESSIONAL SCIENTISTS

The State of California and CAPS agree to modify Article 3.2 (Sick Leave) of the existing agreement to expand the scope of that section to include the changes reflected in Labor Code section 233, which incorporates the expansion of sick leave in the manner provided in Labor Code section 246.5, and to include additional family members listed in Labor Code section 245.5, who are not currently listed in Section 3.2 of the parties' 2015 - 2018 MOU. The State of California and CAPS further agree to modify Article 3.2 of the existing agreement to eliminate the cap placed on the use of sick leave for specified individuals under that section.

Section 3.2 is expanded to add the use of sick leave for an employee who is a victim of domestic violence, sexual assault, or stalking as described in Labor Code section 246.5.

Section 3.2 is expanded to include the following covered persons not in the current language: legal ward, a child to whom the employee stands in loco parentis, legal guardian of the employee or employee's spouse or registered domestic partner, a person who stood in loco parentis when the employee was a minor, grandparent, or a grandchild. Consistent with Section 245.5, "son" or "daughter" in Article 3.2 includes biological, adopted, foster or stepchild and "mother" or "father" includes biological, adoptive, foster parent, or stepparent.

Section 3.2 is further modified such that there shall be no specified cap placed on the use of sick leave for the individuals listed under that section.

CAL HR / STATE

CAPS

S. Stahn 3-13-17 / Stephanie Lewis 3-14-17

Chairperson, Bargaining team