



# California Association of Psychiatric Technicians

1220 S STREET SACRAMENTO, CA 95811

February 25, 2025

Malayna Babb, Labor Relations Officer  
California Department of Human Resources  
1515 S Street, North Building, Suite 500  
Sacramento, CA 95811

Re: CAPT Sunshine Proposals

Dear Ms. Babb,

In accordance with Government Code Section 3523 of the Ralph C. Dills Act, California Association of Psychiatric Technicians (CAPT) hereby submits the following proposals for CAPT during the upcoming round of collective bargaining:

**Preamble**

No change.

**Article 1 – General Provisions**

CAPT intends to negotiate improvements to this article.

**Article 2 – Psychiatric Technician Provisions**

CAPT intends to negotiate improvements to this article.

**Article 3 – Management Rights**

No change.

**Article 4 - Wages**

CAPT intends to negotiate improvements to this article.

**Article 5 – Hours of Work and Overtime**

CAPT intends to negotiate improvements to this article.

**Article 6 – Leaves and Holidays**

CAPT intends to negotiate improvements to this article.

**Article 7 - Benefits**

CAPT intends to negotiate improvements to this article.

**Article 8 – Retirement Provisions**

CAPT intends to negotiate improvements to this article.

**Article 9 – Working Conditions**

CAPT intends to negotiate improvements to this article.

**Article 10 – Health and Safety**

CAPT intends to negotiate improvements to this article.

**Article 11 - Committees**

CAPT intends to negotiate improvements to this article.

**Article 12 – Representation and Association Provisions**

CAPT intends to negotiate improvements to this article.

**Article 13 – Grievance and Arbitration Procedure**

CAPT intends to negotiate improvements to this article.

**Article 14 – Entire Agreement and Duration**

CAPT intends to negotiate improvements to this article.

**Article 15 – Retire Health and Dental Benefits**

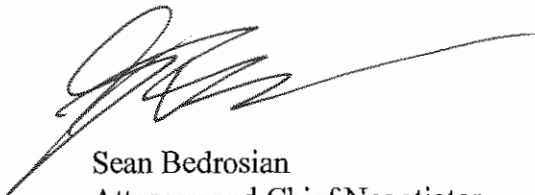
CAPT intends to negotiate improvements to this article.

CAPT also intends to introduce new proposals regarding the state's use of non-civil service registry Psychiatric Technicians, as well as recruitment and retention proposals for facilities with high vacancy rates.

CAPT reserves the right to introduce additional proposals or counterproposals as issues arise during the bargaining process pursuant to the requirements of Government Code Section 3523.

CAPT looks forward to negotiating in good faith with the state in order to reach a successor agreement to the CAPT MOU expiring on July 1, 2025. It is our intent to schedule negotiation sessions as soon as possible after the expiration of the required public notice period.

Sincerely,

A handwritten signature in black ink, appearing to read 'Sean Bedrosian', with a long horizontal flourish extending to the right.

Sean Bedrosian  
Attorney and Chief Negotiator  
California Association of Psychiatric Technicians