

**Labor Relations Office**

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**Governor** Gavin Newsom  
**Secretary, Government Operations Agency** Amy Tong  
**Director** Eraina Ortega

January 28, 2025

Kim Souza  
Northern Corrections/Statewide Representative  
California Association of Psychiatric Technicians  
1220 S Street, Suite 100  
Sacramento, CA 95811

RE: State Employer's Initial Meet and Confer Proposals  
"Sunshine" Process [Gov't Code, §3523]

Dear Ms. Souza:

The State Employer is prepared to begin contract negotiations with California Association of Psychiatric Technicians upon completion of the sunshine process and on mutually agreeable dates. Attached are the initial meet and confer proposals to initiate negotiations with California Association of Psychiatric Technicians.

Sincerely,

*Malayna Babb*

Malayna Babb  
Labor Relations Officer

Attachment

**State Sunshine Collective Bargaining Proposals  
For Inclusion in the Agreement with the  
California Association of Psychiatric Technicians (CAPT)  
State Bargaining Unit 18**

**General**

The State recognizes that the California Association of Psychiatric Technicians contract expires July 1, 2025 and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the State will consider any issue that is within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

Article 1 – General Provisions

Article 2 – Psychiatric Technician Provisions

Article 3 – Management Rights

Article 4 – Wages

Article 5 – Hours of Work and Overtime

Article 6 – Leaves and Holidays

Article 7 – Benefits

Article 8 – Retirement Provisions

Article 9 – Working Conditions

Article 10 – Health and Safety

Article 11 – Committees

Article 12 – Representation and Association Provisions

Article 13 – Grievance and Arbitration Procedure

Article 14 – Entire Agreement and Duration

Article 15 – Retiree Health and Dental Benefits

Appendices

**New Proposals**

The State may make additional specific proposals or counter-proposals in any of the enumerated or new subject areas as issues arise during the course of bargaining.