

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

General

The employer recognizes that the California Association of Psychiatric Technicians contract expires July 1, 2016 and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer 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

The State will be prepared to discuss changes to this provision that clarify compensation for employees that work on holidays. In addition, the State will be prepared to discuss changes that provide management and employees the ability to manage leave more effectively.

Article 7 – Benefits

The State will be prepared to discuss health benefit plan design changes, health vesting and Other Post-Employment Benefits (OPEB). In addition, the State will be prepared to discuss changes to this article that are fiscally responsible and will achieve improved efficiencies within State government

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

Side Letters

Appendices

Addendums

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.