

CAPS PROPOSAL

Bargaining Unit: 10

Date: April 17, 2018

Exclusive Representative: CAPS

Article: 19

Subject: Transportation Incentives

19.6 Transportation Incentives

- A. The State and Union agree that the State shall encourage employees to use alternate means of transportation to commute to and from work in order to reduce traffic congestion ~~and~~, improve air quality and reduce greenhouse gas emissions.
- B. Employees working in areas served by mass transit, including rail, bus, or other commercial transportation licensed for public conveyance shall be eligible for a 75 percent (75%) discount on public transit passes sold by State agencies up to a maximum of ~~\$65~~100 per month. Employees who purchase public transit passes on their own shall be eligible for a ~~75 percent~~ (75%) reimbursement up to a maximum of ~~\$65~~100 per month. This shall not be considered compensation for purpose of retirement contributions. The State may establish and implement procedures and eligibility criteria for the administration of this benefit including required receipts and certification of expenses.
- C. Employees riding in vanpools shall be eligible for a ~~75 percent~~ (75%) reimbursement of the monthly fee up to a maximum of ~~\$65~~100 per month. In lieu of the van pool rider reimbursement, the State shall provide ~~\$100~~175 per month to each State employee who is the primary vanpool driver, meets the eligibility criteria, and complies with program procedures as developed by the state for primary van pool drivers. This shall not be considered compensation for purposes of retirement contributions. A vanpool is defined as a group of seven or more people who commute together in a vehicle (State or non-State) specially designed to carry an appropriate number of passengers. The State may establish and implement procedures and eligibility criteria for the administration of this benefit.
- D. Employees headquartered out of State shall receive reimbursement for qualified public transportation and vanpool expenses for ~~75 percent~~ (75%) of the cost up to a maximum of ~~\$65~~100 per month or in the case of the primary van pool driver, the ~~\$100~~175 per month rate. The appointing power may establish and implement procedures regarding the certification of expenses.
- E. For the term of this Agreement, the parties agree that the State may increase parking rates in existing owned or leased lots, in urban congested areas, no more than twenty dollars (\$20) per month above the current rate charged to employees in specific locations where they park. Congested urban areas are such as Sacramento, San Francisco Bay, Fresno, Los Angeles, San Bernardino, Riverside, and San Diego areas. Every effort shall be made to provide employees 60 days but no less than 30 days notice of a parking rate increase. The State shall not increase rates for existing parking lots where employees do not currently pay parking fees. Rates at new lots administered or leased by the State will be set at a level comparable to rates charged for similar lots in the area of the new lot, e.g. rates for open lots shall be compared to rates for open lots,

rates for covered parking shall be compared with rates for covered parking.

- F. The State shall continue a system for employees where parking fees may be paid with pre-tax dollars.
- G. Notwithstanding any other provision of this Contract, the Union agrees that the State may implement new policies or change existing ones in such as transit subsidies, vanpool/carpool incentives, walking/biking incentives, parking, parking fees, hours of work, and other actions to meet the goals of transportation incentives. The State agrees to notify and meet-and-confer regarding the impact of such new or changed policies.