

CAPS PROPOSAL

Bargaining Unit: 10

Date: May 1, 2018

Exclusive Representative: CAPS

Article: X.4 New Language

Subject: Professional Respect Clause

[X.4 Professional Respect Clause](#)

The State is committed to providing a workplace free of bullying where all employees, regardless of their classification or pay status, are treated by supervisors and managers in a manner that maintains generally accepted standards of common human courtesy and dignity. Employees alleging they have not been treated accordingly may file a grievance pursuant to Article 9 of this Agreement. The decision reached at Step 4 (CalHR) shall be final.