

Bargaining Unit: 10

Exclusive Representative: CAPS

Date: August 12, 2014

Subject: PREVIOUS TENTATIVE AGREEMENTS RETAINED

20.5 – NEW - Previous Tentative Agreements Retained

The parties agree to retain all tentative agreements reached on or before May 21, 2014, except as identified below:

2.1 - Salaries

20.2 - Duration

20.3 - Contract Appropriation

The above are replaced by tentative agreements reached on August 12, 2014.

State
6:55pm
TA 8-12-14

[Handwritten signatures and names:]
Chry
Whinnick
Day
Stacy Williams
Carmel Mercedes
Juanita Rios
Hilda Huan
[Signature]
Paul S.
P. Manwiler

CAPS
TA 8/12/2014
@ 7:20pm
[Signature]

Bargaining Unit: 10

Exclusive Representative: CAPS

Date: August 12, 2014

Subject: ARTICLE 20.2 – DURATION

20.2 Duration

- A. Unless a specific provision provides for a different effective date, the terms of the Agreement shall go into effect July 2, 2013 and remain in full force through June 30, 2016 2015.
- B. In the six-month period prior to the expiration date of the Agreement, the complete Agreement will be subject to renegotiation.
- C. Anything that has a financial impact will be effective the month following ratification, by both parties.

State

6-8 pm

TA 8-12-14

[Handwritten signatures in blue ink:]
Nunim Whit
Day Faure
Hector Olivares
Carmel Mercedes
Juanita Rio
Hilda Linares
Christoph
David M. Sly
P. Manuila

CAPS
TA 8/12/2014
@ 7:20pm

[Large handwritten signature in black ink]

Bargaining Unit: 10

Exclusive Representative: CAPS

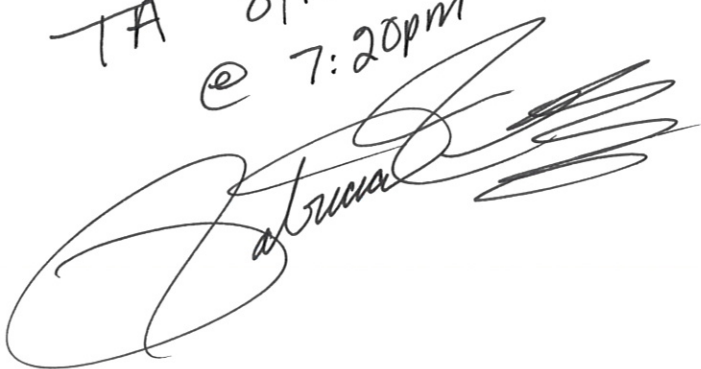
Date: August 12, 2014


Subject: ARTICLE 20.3 – CONTRACT APPROPRIATION

20.3 Contract Appropriation

The State and CAPS agree to present to the Legislature a provision to appropriate funds to cover the economic term of this agreement through June 30, ~~2016~~ 2015. This will maintain Unit 10 employee salaries and benefits in case of an untimely budget.

State
TA 8-12-14 6:55 pm

CAPS
TA 8/12/2014
@ 7:20pm



David M. Shur
D-manville
Guarita Rio
Hilda
Carol
Jany
Hany
Faire
Ferreira

Bargaining Unit: 10

Exclusive Representative: CAPS

Date: August 12, 2014

Subject: JOINT LABOR/MANAGEMENT CLASSIFICATION CONSOLIDATION COMMITTEE

17.5 – NEW - Joint Labor/Management Classification Consolidation Committee

CAPS and the State agree to continue the Joint Labor/Management Class Consolidation Committee to make joint recommendations to the State Personnel Board that will revise the classification structure for state scientists in Bargaining Unit 10. The purpose of this effort is to reduce the number of state scientific classifications, increase and improve efficiency, promote recruitment and retention of state scientists, and generally improve the responsiveness and efficiency of state government.

The Committee shall consist of up to 10 (ten) members (five members each), representing and selected separately by CalHR and CAPS. Each party shall select a Committee member to serve as co-chair. The Committee by mutual agreement shall determine its meeting schedule, ground rules, and agenda. The Committee shall resume meeting as soon as possible after ratification of this Contract. Upon mutual agreement, subject matter experts may be invited to attend the meetings and contribute to the discussions. Committee members and subject matter experts shall serve without loss of compensation.

Committee recommendations shall be presented by CalHR to user departments and key administrative officials within five (5) business days of reaching concurrence by the committee. Feedback from departments and employees shall be shared with the committee co-chairs within ten (10) business days of receipt by either party.

The Committee shall prepare classification change packages as soon as practicable, but no later than January 30, 2015, for the following classification groupings: Research Scientist, Heritage Scientist, Health Physicist, Industrial Hygienist, Environmental Scientist, Earth Scientist, Energy classes, Hazardous Materials Specialist, and Laboratory Science classes. Subsequently, the parties shall endeavor to reach agreement regarding compensation related to these classifications for the successor agreement prior to their submission to the State Personnel Board.

This section shall not be subject to the grievance and arbitration procedure in Article 9.

State
TA 8-12-14 6:55 pm

Whinnit
Jay Fawcett
Stacy Williams
Carmel Mercedes
Juanita Rios
Hilda Herrera
Daniel M. [unclear]
[unclear]

CAPS
TA 8/12/2014
@ 7:29pm
[Signature]

Bargaining Unit: 10

Exclusive Representative: CAPS

Date: August 12, 2014

Subject: ARTICLE 2.1 – SALARIES

2.1 Salaries

A. CAPS eligible employees shall receive a General Salary Increase (GSI) of ~~2%~~ 3% effective July 1, 2014 2015. The above referenced increases are subject to both of the following conditions:

1. Eligible employees mean an employee of a recognized collective bargaining unit that has a ratified collective bargaining agreement containing these provisions.
2. ~~The Increase specified in paragraph A are contingent on projected state revenues at the 2014-15 May Revision to the Governor's Budget being sufficient to fully fund existing statutory and constitutional obligations, existing fiscal policy, and the costs of providing the aforementioned pay increases to all eligible employees. If funding is determined to be insufficient to fund the pay increase specified in paragraph A for all eligible employees, no employees or bargaining units will receive the increase. Determination of funding availability relative to this section shall be at the sole discretion of the Director of the Department of Finance.~~

B. ~~If the pay increase specified in paragraph A above is provided, all employees represented by CAPS shall receive a 2.5% GSI effective July 1, 2015, except the Senior Environmental Scientist (Specialist) classification (class code 0765) shall receive a 4% GSI effective July 1, 2015.~~

C. ~~If the pay increases specified in Paragraph A and B are not provided, all eligible employees shall receive a GSI of 4.5% effective July 1, 2015, except the Senior Environmental Scientist (Specialist) classification (class code 0765) shall receive a 6% GSI effective July 1, 2015.~~

B. Upon ratification of this contract, as described in Article 20.2(C), eligible CAPS employees shall receive a one-time ratification bonus of \$1,000.

State
TA 8-12-14 6:55 pm

CAPS
TA 8/12/2014
@ 7:20pm

[Handwritten signatures and names in blue ink:]
Juanita Rios
Carmel Mercedes
Luz Jimenez
David M. ...
[Other illegible signatures]

[Large handwritten signature in black ink]