

Your Vote Determines Fate Of Proposed Agreement

May/June 2014

Background. Your CAPS Bargaining Team representing all Unit 10 Rank-and-File state scientists on May 21, 2014 reached a Tentative Agreement (TA) with CalHR for a proposed MOU. The CAPS Team is making **NO RECOMMENDATION** on whether you should vote **IN FAVOR** or **AGAINST** ratification. That's because the agreement falls far short of the goals and expectations the Team had for the outcome of negotiations.

In order for this Proposed Agreement to be effective, it must be ratified BOTH in the state legislature and by a majority of CAPS members voting in a ratification election.

Ballots Mailed June 13. TrueBallot, an independent balloting service, will coordinate all balloting. Ballots will be mailed June 13 and counted June 30. Only members – – not fee payers – – can vote in this ratification election.

Summary. Individual tentative agreements can be viewed on the CalHR webpage:

- **General Salary Increases.** The agreement (July 2, 2013-June 30, 2016), would include a general salary increase of 2% on July 1, 2014 and 2.5% on July 1, 2015.
- **Additional Salary Increases.** This is limited to the Senior Environmental Scientist Specialists (class code 0765), who would receive an additional general salary increase of 1.5% on July 1, 2015. This affects approximately 450 Sr. ES Specialists.
- **Health Benefits.** The agreement confirms the employer's mandated contributions to fund employee health benefits. This is subject to the "80/80" funding formula.
- **Dependent Health Care.** Would improve the dependent health care coverage by granting new employees the full state's contribution for dependents after the first year of employment.
- **Leave Cash Out Option.** Starting in 2015, individual state departments would be allowed to offer scientists the ability to cash out up to 20 hours of accrued vacation leave based on availability of funding.
- **No mandatory unpaid furloughs** would be allowed during the contract term.
- **Travel Reimbursement Increases.** The new travel reimbursement schedule would be confirmed. It increases lodging and meal amounts, except for three Bay Area counties where lodging reimbursement is reduced (CAPS won a grievance arbitration on this topic recently, and the MOU would lock in the new schedule).

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- **Professional Conferences.** Every state scientist would be entitled to propose a professional development plan annually with a written response required within 30 business days. That plan may include up to two job-related professional conferences, and may involve reimbursement for travel, registration, materials and state time. All this is subject to departmental approval.
- **DWR Incentive Program.** Approximately 13 DWR Environmental Scientists would be allowed to participate in an existing incentive program that awards CTO for meeting program goals. The incentive plan already includes employees from certain other bargaining units.
- **Status Quo For Remainder Of MOU.** The balance of the CAPS MOU would remain in effect during the term of the agreement with few substantive changes.

What If The Membership REJECTS The MOU? The contract is NOT approved and its provisions are NOT effective. The CAPS Bargaining Team would immediately resume negotiations for a successor MOU. Provisions of the existing MOU would apply, as they do now.

What If The CAPS membership APPROVES The MOU? Then the contract becomes effective. The CAPS Bargaining Team would have the right to renew negotiations just prior to the expiration of the MOU during spring 2016, but not prior.

THANKS FOR YOUR SUPPORT!