

September 29, 2021
2:56PM

**Side Letter of Agreement between
California Association of Professional Scientists and the State of California**

Interim Telework Joint Labor Management Committee

The State and CAPS agree to establish an Interim Joint Labor Management Committee (JLMC) to (1) discuss establishment of a permanent Telework JLMC and (2) to discuss and provide recommendations for solutions on telework issues for Bargaining Unit 10 employees.

Meetings shall be scheduled at least quarterly, beginning no later than November 19, 2021, and a specific agenda of issues to be discussed will be developed and distributed 10 working days in advance of each meeting. Any meeting may be cancelled upon mutual agreement of the parties. Additional meetings may be scheduled on an as-needed basis. The Committee by mutual agreement shall determine its meeting schedule, ground rules, agenda, and necessary participants to address identified issues.

The committee shall be co-chaired by a Labor representative selected by union committee members and a Management representative appointed by CalHR. The Committee shall consist of two (2) Bargaining Unit 10 employees selected by CAPS, and an equal number of management representatives. Additional participants may be added by mutual agreement. Committee members and subject matter experts shall serve without loss of compensation.

The Committee recommendations shall be considered by management as a management tool and are advisory in nature.

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

Paul M. Starkey
Deputy Director of Labor Relations

Signature: Paul M. Starkey
Paul M. Starkey (Sep 29, 2021 16:07 PDT)

Email: [REDACTED]

Sep 29, 2021

Margarita Gordus
CAPS Bargaining Team Chair

Signature: Margarita Gordus
Margarita Gordus (Sep 29, 2021 16:00 PDT)

Email: [REDACTED]

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