

Supervisors Committee

Meeting Dates:

January 29, 2024

March 7, 2024

April 23, 2024 pre-meeting for April 26 M&C

May 13, 2024 pre-meeting for May 16 M&C

HAM

- Supervisory Committee held a Meet and Confer with CalHR on April 26 to discuss its proposed changes to its Hiring Above Minimum (HAM) policy.
- The Committee expressed its concerns with the changes, including the lack of clear criteria, lack of adequate notice, and the removal of the ability for hiring managers to offer a HAM as a recruitment tool to obtain an employee with “extraordinary qualifications.”
- The Committee proposed that CalHR pause implementation of the policy until the problems can be addressed. Currently awaiting CalHR’s response.

Telework stipend

- Supervisory Committee held a Meet and Confer with CalHR on May 16 to discuss the removal of the Telework Stipend, effective July 1.
- Committee expressed its concern with the removal of this meager incentive and noted the impact on morale due to the tightening of RTO and the added personal costs of commuting to the office more frequently.
- Committee made several proposals for CalHR's consideration, including extending the Excess Vacation balance program beyond June 30, 2025.

Jan 29 agenda

1. Introduction

- a. Purpose/Goals/Structure (DE)
- b. CAPS Supervisory Membership Figures (DE)
- c. Breakdown by Agency

2. Email Updates to CAPS Supervisory Members

- a. Frequency (scheduled or as-needed?) (ALL)
- b. Potential topics for future Updates (ALL)

3. CAPS “Like Pay Like Work” (LPLW) case:

- a. Summary of case, timeline, legal basis, impact, non-applicability to rank-and-file employees, etc. (DE, JR)
- b. Discuss making the CAPS LPLW information on the CAPS website accessible without a password and provide updates, if necessary (ALL)

4. Current Challenges Exclusive to CAPS Excluded (Supervisory/Managerial) Employees (ALL) 5. (Time permitting) Items to consider and discuss during the Committee’s term:

- a. Post, on CAPS’ website, a schedule of the Committee’s meetings
 - b. Allow Supervisory Members to participate in Committee meetings remotely
- c. Hold Statewide or Regionwide Remote CAPS Supervisory meetings
- d. Establish a Guidance Document that describes the role, function, and purpose of the Committee
- e. Develop a CAPS Excluded Member Handbook
- f. Send out a survey to all CAPS Supervisory-Members
- g. Establish an Excluded Local Rep program

March 7 agenda

1. CAPS Supervisory Update
 - a. Suggested Topics from Last Meeting
 - i. Reminder to Unit 10 Supervisors and Managers that they have the right to join and be a Member of CAPS
 - ii. General primer on CAPS Excluded Employee Union Rights
 - iii. Summary of current CAPS R&F issues so that CAPS Supervisors are aware of the status of bargaining, etc.
2. Supervisory Meet & Confer Meetings
 - a. Regarding Telework Stipends
 - i. Proposed dates to Meet with CalHR
 - b. Regarding CalHR Hiring Above Minimum (HAM) Proposed Change (NOTICE ATTACHED)
3. UAW Update
4. (Time permitting) Items to Consider and Discuss During the Committee's Term:
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May 13 agenda

1. Upcoming Telework Stipend M&C
2. HAM Policy M&C updates
3. Cancellation Spreadsheet
4. Status of S10/M10 Proposed Pay Increase, effective July 1, 2024
5. Governor's RTO/Supervisor Responses to BU10 Telework Grievances
 - a. If supervisors receive Telework Requests requesting more telework days than their department's policy permits, it should not be understood to mean their staff is attacking them, individually.
 - a. Suggestions for how supervisors can help their staff with the Telework Request process.
 - b. Suggestions for how S10/M10 supervisors can voice their objections to the RTO policy.