



**CALIFORNIA ASSOCIATION OF
PROFESSIONAL SCIENTISTS**

May 22, 2024

Candace March
Principal Labor Relations Officer
CalHR
Sent via email to: Candace.Murch@calhr.ca.gov

RE: CAPS-UAW Excluded Employee Proposal re Telework Stipend

Ms. Murch:

Per your request, CAPS-UAW Excluded Employees is submitting the proposals it presented and discussed with you at our May 16, 2024, Meet & Confer regarding the pending elimination of Telework Stipends. Below are those statewide proposals:

- 1) Extend the current vacation/annual leave cap, currently at 832 hours but set to revert back to 640 hours on July 1, 2025, for two years to July 1, 2027.
- 2) Measure the two-days per week in-office mandate on an annual (or monthly) basis as opposed to a weekly basis.
- 3) For purposes of meeting the in-office mandate, all departments shall count work performed outside of an employee's designated telework location (such as being in the field for meetings/inspections, etc. outside of the office) toward the required in-office total. For departments that already have this policy in effect, it shall be maintained.
- 4) Provide employees with the equivalent dollar amount (currently received via the Telework Stipend) in the form of paid leave or another method (such as a lump sum annual payment) when the State's Budget is not in a projected deficit. The amount received shall be equivalent, or as near as possible, to the amount lost as a result of the termination of the Telework Stipend program.
- 5) Increased flexibility to the dress code, allowing more casual attire while still maintaining generally accepted standards of decency/decorum.

As discussed during our meeting, if the above proposals are not acceptable, please provide a reason(s) why, and include reasonable counterproposals. If a counterproposal is not provided, please explain why a counterproposal is not possible.

Respectfully,
CAPS-UAW Excluded Employee Committee
Chair: Daniel Ellis
Members: David Rist, Anne-Cooper Doherty, Cory Copeland, Edie Marshall, Lorna McFarlane,
Rachel Fabian

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