

June 25, 2025

Subject: Follow-up and Demand to Bargain

Hi, Candace,

We have close to 10 department-wide grievances that have been filed, or are in progress to being filed, over issues related to the implementation of Executive Order No. N-22-25. In addition, almost 400 CAPS-UAW members have reported to us that they have been instructed to update their telework agreement with less than 30 days' notice to do so, in violation of 7.10.E of the CAPS-UAW MOU. That number continues to grow as the July 1 implementation date approaches.

We are also still awaiting a response to our request for information that was initially submitted on April 1. This request asks for electronic copies of the reports each board/department/agency employing BU10 scientists submitted to DGS regarding its plan for implementing EO-N-22-25. According to EO-N-22-25, these reports were due to DGS no later than April 1, 2025. The lack of responses to our requests for relevant and necessary information makes it difficult, if not impossible, to effectively assess the scope of impacts to our members and where impacts are even happening.

We believe this situation presents serious challenges for both parties. This Administration's chaotic, unorganized approach to implementing EO-N-22-25 is creating confusion and encouraging further violations of our MOU. The same MOU that this very Administration ratified less than a year ago.

Given that the parties are not yet in agreement with any Department on their implementation over EO-N-22-25, or have not been provided with the opportunity to meet regarding the impacts of the implementation with each Department, to no fault of our own, CAPS-UAW's position is that the meet and confer process has not been exhausted and any effects of the 4-day mandate that impact terms and conditions of employment are not agreed upon.

We reiterate our demand to bargain with CalHR over the implementation of EO-N-22-25 and the impacts on Unit 10 Scientists.

Please confirm receipt.

Thank you,  
Jacqueline Tkac, President  
CAPS, UAW Local 1115