

Side Letter Tentative Agreement Ratification Vote Town Hall

August 18 and 19, 2025



Your Bargaining Committee

Jacqueline Tkac, President

John Downs, Director At Large

Mia Roberts, Director At Large

Jessy Fierro, District I Director

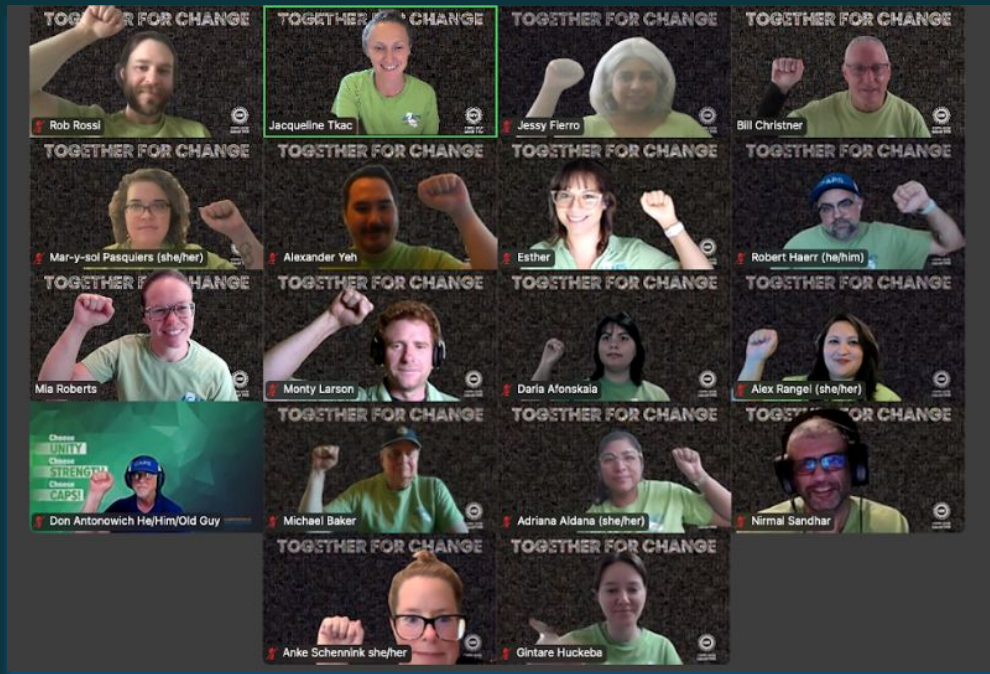
Alex Rangel, District II Director

Esther Tracy, District III Director

Robert Haerr, District IV Director

Monty Larson, District V Director

...plus all the observers!!



Agenda

- How we got here
- Highlights of Side Letter
Tentative Agreement
- Ratification Vote Details
- Q&A Breakout Rooms

**STATE
SCIENTISTS WIN
A TENTATIVE
AGREEMENT
WITH THE STATE!**



How we Got Here: The Budget Act of 2025

- The legislature made a policy decision to not fund our raises
- We held we did not have to return to the table until the budget act was signed into law
- Governor Newsom signed AB 102, the State Budget Assembly Bill on June 27, 2025, that did not fully fund increases to our salaries
- Therefore, the Dills Act required we return to the table for bargaining with our employer



Your CAPS-UAW Bargaining Committee and Executive Board Unanimously Recommend a YES vote on the Tentative Agreement

CAPS-UAW Tentative Agreement

- **Bigger Raises in 2025:** Increased Special Salary Adjustments (SSAs) for those not at the top step – from 3.0% to 3.5%. We are the only State employee union that increased raises in 2025!
- **Protected Raises for Scientists at Top-Step:** 2025 SSAs remain intact.
- **Protected 2026 Raises for Everyone:** We are the only State employee union that protected 2026 raises.
- **PLP Program:** 3.5% for salary reduction for State Scientists in exchange for 6 hours per month of PLP for 21 months.
- **Improved Telework Rights & Protections:** codifying field work as in-office time, and expanding the time that Departments are required to notice CAPS-UAW of any changes to policy.
- **Suspension of OPEB Contributions:** More take-home pay.



Highlights of Side Letter

- Salary Increases
- Personal Leave Program (PLP)
- Other Post Employment Benefits (OPEB)
- Telework
- Electronic Monitoring



Salary Increases

- INCREASED: 2025 SSAs for those not at the top step
- PROTECTED: 2025 raises for those at the top step
- PROTECTED: 2026 raises for everyone
- Effective the pay period following ratification by all parties

	2025	2026
Group A		
Top step	4%	4%
Not top-step	3% 3.5%	3%
Group B		
Top step	4%	5%
Not top-step	3% 3.5%	3%
Group C		
Top step	4%	5%
Not top-step	3% 3.5%	3%
Group D		
Top step	5%	5%
Not top-step	3% 3.5%	3%

Personal Leave Program (PLP) 2025

- Personal Leave Program (PLP) for 2025
- Effective first pay period following ratification by both parties through June 2027 (total period = 21 months)
- 3.5 % salary reduction in exchange for 6 hours per month
- Leave cap is increased to 766 hours until June 30, 2028
- Can switch between AL and Vac/SL programs until October 31, 2025



Other Post Employment Benefits (OPEB)

- SUSPENDED OPEB contributions (2.1%), putting more money directly into our paychecks
- Effective first pay period following ratification by all parties through June 2027 (same as PLP 2025)



Telework

- IMPROVED telework rights and protections
- Field days count as in office days
- 60 day notice for changes to department telework policies
- Stipend to end effective first pay period after ratification by both parties

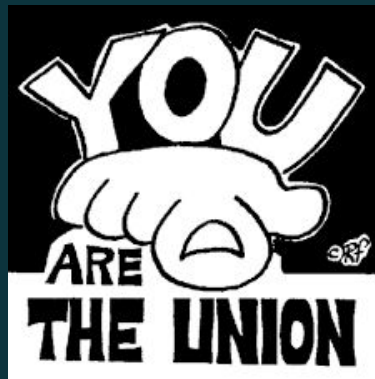


Expanded Recourse for Electronic Monitoring

- Ability to arbitrate article 19.13 of our contract, “Electronic Monitoring”



Ratification Vote Process



Town Halls

Register and attend!

Vote Opens at 8am

Electronic ballots sent to members to vote on ratification of tentative agreement

Vote Closes at 5pm

Last day to vote on whether to ratify the tentative agreement

Last day/time to sign up as a member to participate: Sunday, 8/24/25 at 5:00pm