

UNION PROPOSAL

Bargaining Unit	10
Exclusive Representative	CAPS-UAW Local 1115
Date	July 8, 2025 at 4:24PM
Subject	Return to Office Side Letter Agreement

Return to Office Agreement

The California Association of Professional Scientists, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Local 1115 (CAPS-UAW) and the State of California

This agreement is a side letter to the current Memorandum of Understanding (MOU) effective July 1, 2024 through July 1, 2027.

Effective upon the parties' execution of this agreement, for employees in Bargaining Unit 10, the State and the Union agree that the State's return-to-office requirements of Executive Order N-22-25 will be suspended immediately through June 30, 2026.

Departments shall rescind any existing Return-to-Office (RTO) notices and updated policies tied to Executive Order N-22-25 issued on or after March 3, 2025, for Bargaining Unit 10 employees. Any telework agreements for Bargaining Unit 10 employees that were altered to comply with Executive Order N-22-25 will revert to their status as of March 2, 2025.

Nothing in this agreement prohibits a department from modifying Bargaining Unit 10 employees' telework agreements, as long as the department complies with the requirements of the MOU. Departments shall not initiate any changes to the telework policies for 90 days following the execution of this agreement.

This agreement is withdrawn should it not be ratified by both parties.

This agreement is operative through June 30, 2026. No earlier than 120 days and not later than 60 days prior to the expiration of this agreement, CAPS-UAW shall request, and the parties shall meet and confer over the reinstitution of the Executive Order or a successor order on July 1, 2026.

This agreement shall be subject to the grievance and arbitration process outlined in the Bargaining Unit 10 MOU.

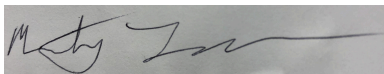
The Union shall withdraw with prejudice any and all currently pending unfair practice charges, grievances, lawsuits, administrative complaints, information requests, or any other claims of any kind (including but not limited to PERB Case No. SA-CE-2283-S), filed against the State of California and any of its agencies, departments, officers, agents, or employees, arising out of or relating to in any way, the State's implementation or enforcement of any telework policies or

return-to-office mandates, including but not limited to, Executive Order N-22-25, and any other associated policies or directives.

Tentative agreement reached July 8, 2025 at 4:25PM

FOR THE STATE:

FOR THE UNION:



Alex Rangel

Mia Bell

Atero



Candace Murch July 8, 2025

Candace Murch Date
Principal Labor Relations Officer
Labor Relations, CalHR

July 8, 2025

CAPS-UAW Bargaining Committee Date
CAPS-UAW Local 1115