

## PROPOSAL SIDE LETTER PACKAGE #6

<b>Bargaining Unit:</b> 10	<b>Date:</b> August 14, 2025 @ 7:02PM
<b>Exclusive Representative:</b> CAPS-UAW	

This side letter agreement is in response to the budget shortfalls within the State of California's Budget. It is the intent of the parties to maintain the 2024-2027 Bargaining Unit (BU) 10 Memorandum of Understanding (MOU) except as modified herein.

### **2.1 (Salaries) is modified as outlined below.**

#### A. Group A

1. Effective July 1, 2024, the following classifications will be adjusted by increasing the maximum salary range by 6% and increasing the minimum salary rate by 3%. Employees at the old maximum of the classification shall move to the new maximum of the classification. Employees not at the old maximum of the classification shall receive a Special Salary Adjustment of 3%. Employees in these classifications shall retain their anniversary date.

2. Effective the first day of the pay period following ratification by both parties ~~July 1, 2025~~, the following classifications will be adjusted by increasing the maximum salary range by 4% and increasing the minimum salary rate by ~~3%~~ 3.5%. Employees at the old maximum of the classification shall move to the new maximum of the classification. Employees not at the old maximum of the classification shall receive a Special Salary Adjustment of ~~3%~~ 3.5%. Employees in these classifications shall retain their anniversary date.

3. Effective July 1, 2026, the following classifications will be adjusted by increasing the maximum salary range by 4% and increasing the minimum salary rate by 3%. Employees at the old maximum of the classification shall move to the new maximum of the classification. Employees not at the old maximum of the classification shall receive a Special Salary Adjustment of 3%. Employees in these classifications shall retain their anniversary date.

CLASS CODE	CLASSIFICATION
0494	PEST PREVENTION ASSISTANT III (VARIOUS PROJECTS)
0491	PEST PREVENTION ASSISTANT II (VARIOUS PROJECTS)
0490	PEST PREVENTION ASSISTANT I (VARIOUS PROJECTS)

## B. Group B

1. Effective July 1, 2024, the following classifications will be adjusted by increasing the maximum salary range by 6% and increasing the minimum salary rate by 3%. Employees at the old maximum of the classification shall move to the new maximum of the classification. Employees not at the old maximum of the classification shall receive a Special Salary Adjustment of 3%. Employees in these classifications shall retain their anniversary date.

2. Effective ~~the first day of the pay period following ratification by both parties~~ July 1, 2025 the following classifications will be adjusted by increasing the maximum salary range by 4% and increasing the minimum salary rate by ~~3%~~ 3.5%. Employees at the old maximum of the classification shall move to the new maximum of the classification. Employees not at the old maximum of the classification shall receive a Special Salary Adjustment of ~~3%~~ 3.5%. Employees in these classifications shall retain their anniversary date.

3. Effective July 1, 2026, the following classifications will be adjusted by increasing the maximum salary range by 5% and increasing the minimum salary rate by 3%. Employees at the old maximum of the classification shall move to the new maximum of the classification. Employees not at the old maximum of the classification shall receive a Special Salary Adjustment of 3%. Employees in these classifications shall retain their anniversary date.

CLASS CODE	CLASSIFICATION
4937	ENERGY COMMISSION SPECIALIST III (EFFICIENCY)
4949	ENERGY COMMISSION SPECIALIST III (FORECASTING)
4186	ENERGY COMMISSION SPECIALIST III (TECHNOLOGY EVALUATION AND DEVELOPMENT)
5627	RESEARCH SCIENTIST V (CHEMICAL SCIENCE)
5629	RESEARCH SCIENTIST V (EPIDEMIOLOGY/BIOSTATISTICS)
5631	RESEARCH SCIENTIST V (FOOD AND DRUG SCIENCES)
5634	RESEARCH SCIENTIST V (MICROBIOLOGICAL SCIENCES)
5635	RESEARCH SCIENTIST V (PHYSICAL/ENGINEERING SCIENCE)
5636	RESEARCH SCIENTIST V (SOCIAL/BEHAVIORAL SCIENCES)
5637	RESEARCH SCIENTIST V (VETERINARY SCIENCES)

CLASS CODE	CLASSIFICATION
5608	RESEARCH SCIENTIST IV (CHEMICAL SCIENCES)
5609	RESEARCH SCIENTIST IV (EPIDEMIOLOGY/BIOSTATISTICS)
5611	RESEARCH SCIENTIST IV (FOOD AND DRUG SCIENCES)
5612	RESEARCH SCIENTIST IV (MICROBIOLOGICAL SCIENCES)
5613	RESEARCH SCIENTIST IV (PHYSICAL/ENGINEERING SCIENCES)
5622	RESEARCH SCIENTIST IV (SOCIAL/BEHAVIORAL SCIENCES)
5625	RESEARCH SCIENTIST IV (VETERINARY SCIENCES)
5591	RESEARCH SCIENTIST III (CHEMICAL SCIENCES)
5594	RESEARCH SCIENTIST III (EPIDEMIOLOGY/BIOSTATISTICS)
5596	RESEARCH SCIENTIST III (FOOD AND DRUG SCIENCES)
5599	RESEARCH SCIENTIST III (MICROBIOLOGICAL SCIENCES)
5604	RESEARCH SCIENTIST III (PHYSICAL/ENGINEERING SCIENCES)
5605	RESEARCH SCIENTIST III (SOCIAL/BEHAVIORAL SCIENCES)
5606	RESEARCH SCIENTIST III (VETERINARY SCIENCES)
4936	ENERGY COMMISSION SPECIALIST II (EFFICIENCY)
4948	ENERGY COMMISSION SPECIALIST II (FORECASTING)
4185	ENERGY COMMISSION SPECIALIST II (TECHNOLOGY EVALUATION AND DEVELOPMENT)
5581	RESEARCH SCIENTIST II (CHEMICAL SCIENCES)
5582	RESEARCH SCIENTIST II (EPIDEMIOLOGY/BIOSTATISTICS)
5585	RESEARCH SCIENTIST II (FOOD AND DRUG SCIENCES)
5587	RESEARCH SCIENTIST II (MICROBIOLOGICAL SCIENCES)
5588	RESEARCH SCIENTIST II (PHYSICAL/ENGINEERING SCIENCES)
5590	RESEARCH SCIENTIST II (SOCIAL/BEHAVIORAL SCIENCES)
5576	RESEARCH SCIENTIST I (CHEMICAL SCIENCES)
5577	RESEARCH SCIENTIST I (EPIDEMIOLOGY/BIOSTATISTICS)

CLASS CODE	CLASSIFICATION
5578	RESEARCH SCIENTIST I (MICROBIOLOGICAL SCIENCES)
5579	RESEARCH SCIENTIST I (PHYSICAL/ENGINEERING SCIENCES)
5580	RESEARCH SCIENTIST I (SOCIAL/BEHAVIORAL SCIENCES)
7861	RESEARCH SPECIALIST I -VARIOUS STUDIES-
7860	RESEARCH SPECIALIST II -VARIOUS STUDIES-
7867	RESEARCH SPECIALIST III -VARIOUS STUDIES-
7858	RESEARCH SPECIALIST V – VARIOUS STUDIES
4807	ENERGY RESOURCES SPECIALIST I
5837	ENERGY ANALYST
4938	ASSOCIATE ENERGY SPECIALIST (EFFICIENCY)
4598	ASSOCIATE ENERGY SPECIALIST (FORECASTING)
4056	ASSOCIATE ENERGY SPECIALIST (TECHNOLOGY EVALUATION AND DEVELOPMENT)
4935	ENERGY COMMISSION SPECIALIST I (EFFICIENCY)
4947	ENERGY COMMISSION SPECIALIST I (FORECASTING)
4184	ENERGY COMMISSION SPECIALIST I (TECHNOLOGY EVALUATION AND DEVELOPMENT)
4806	ENERGY RESOURCES SPECIALIST II
7941	ASSOCIATE TOXICOLOGIST
7978	STAFF TOXICOLOGIST (SPECIALIST)
8057	SPECTROSCOPIST

### C. Group C

1. Effective July 1, 2024, the following classifications will be adjusted by increasing the maximum salary range by 10% and increasing the minimum salary rate by 3%. Employees at the old maximum of the classification shall move to the new maximum of the classification. Employees not at the old maximum of the classification shall receive a Special Salary Adjustment of 3%. Employees in these classifications shall retain their anniversary date.

2. Effective the first day of the pay period following ratification by both parties ~~July 1, 2025~~, the following classifications will be adjusted by increasing the maximum salary range by 4% and increasing the minimum salary rate by ~~3%~~ 3.5%. Employees at the old maximum of the classification shall move to the new maximum of the classification. Employees not at the old maximum of the

classification shall receive a Special Salary Adjustment of ~~3%~~3.5%. Employees in these classifications shall retain their anniversary date.

3. Effective July 1, 2026, the following classifications will be adjusted by increasing the maximum salary range by 5% and increasing the minimum salary rate by 3%. Employees at the old maximum of the classification shall move to the new maximum of the classification. Employees not at the old maximum of the classification shall receive a Special Salary Adjustment of 3%. Employees in these classifications shall retain their anniversary date.

CLASS CODE	CLASSIFICATION
3803	ASSOCIATE HEALTH PHYSICIST
9361	ASSOCIATE ERGONOMIC SPECIALIST, STATE COMPENSATION INSURANCE FUND
3856	ASSOCIATE INDUSTRIAL HYGIENIST
0563	SENIOR PUBLIC HEALTH BIOLOGIST
0564	ASSOCIATE PUBLIC HEALTH BIOLOGIST
0565	ASSISTANT PUBLIC HEALTH BIOLOGIST
0841	SENIOR WILDLIFE FORENSIC SPECIALIST
0842	WILDLIFE FORENSIC SPECIALIST
3779	ASSISTANT HEALTH PHYSICIST
9360	ASSISTANT ERGONOMIC SPECIALIST, STATE COMPENSATION INSURANCE FUND
9322	ASSISTANT INDUSTRIAL HYGIENE SPECIALIST, STATE COMPENSATION INSURANCE FUND
3855	ASSISTANT INDUSTRIAL HYGIENIST
3781	JUNIOR HEALTH PHYSICIST
9359	JUNIOR ERGONOMIC SPECIALIST, STATE COMPENSATION INSURANCE FUND
6230	JUNIOR INDUSTRIAL HYGIENE SPECIALIST, STATE COMPENSATION INSURANCE FUND
3824	JUNIOR INDUSTRIAL HYGIENIST
0549	ASSOCIATE ECONOMIC ENTOMOLOGIST
0530	ECONOMIC ENTOMOLOGIST
7956	MICROBIOLOGIST INTERN
7940	PUBLIC HEALTH MICROBIOLOGIST SPECIALIST
7939	PUBLIC HEALTH MICROBIOLOGIST SPECIALIST (VIROLOGY)
7946	EXAMINER II LABORATORY FIELD SERVICES
7948	PUBLIC HEALTH MICROBIOLOGIST II

CLASS CODE	CLASSIFICATION
7950	PUBLIC HEALTH MICROBIOLOGIST II -VIROLOGY-
7910	CYTOTECHNOLOGIST, LABORATORY FIELD SERVICES
7949	EXAMINER I LABORATORY FIELD SERVICES
7954	PUBLIC HEALTH MICROBIOLOGIST I
3528	ASSOCIATE HAZARDOUS MATERIALS SPECIALIST
3529	HAZARDOUS MATERIALS SPECIALIST
3527	SENIOR HAZARDOUS MATERIALS SPECIALIST (TECHNICAL)
0751	ASSOCIATE AGRICULTURAL BIOLOGIST

#### D. Group D

1. Effective July 1, 2024, the following classifications will be adjusted by increasing the maximum salary range by 12% and increasing the minimum salary rate by 3%. Employees at the old maximum of the classification shall move to the new maximum of the classification. Employees not at the old maximum of the classification shall receive a Special Salary Adjustment of 3%. Employees in these classifications shall retain their anniversary date.

2. Effective the first day of the pay period following ratification by both parties ~~July 1, 2025~~, the following classifications will be adjusted by increasing the maximum salary range by 5% and increasing the minimum salary rate by ~~3%~~ 3.5%. Employees at the old maximum of the classification shall move to the new maximum of the classification. Employees not at the old maximum of the classification shall receive a Special Salary Adjustment of ~~3%~~ 3.5%. Employees in these classifications shall retain their anniversary date.

3. Effective July 1, 2026, the following classifications will be adjusted by increasing the maximum salary range by 5% and increasing the minimum salary rate by 3%. Employees at the old maximum of the classification shall move to the new maximum of the classification. Employees not at the old maximum of the classification shall receive a Special Salary Adjustment of 3%. Employees in these classifications shall retain their anniversary date.

CLASS CODE	CLASSIFICATION
0492	SENIOR SEED BOTANIST (SPECIALIST)
0531	SENIOR INSECT BIOSYSTEMATIST (SPECIALIST)
0501	SENIOR PLANT NEMATOLOGIST (SPECIALIST)
1274	SENIOR PLANT PATHOLOGIST (DIAGNOSTICIAN) (SPECIALIST)
0493	ASSOCIATE SEED BOTANIST
0534	ASSOCIATE INSECT BIOSYSTEMATIST

CLASS CODE	CLASSIFICATION
0512	ASSOCIATE PLANT NEMATOLOGIST
1273	ASSOCIATE PLANT PATHOLOGIST (DIAGNOSTICIAN)
0495	SEED BOTANIST
0537	INSECT BIOSYSTEMATIST
1272	PLANT PATHOLOGIST (DIAGNOSTICIAN)
0176	VETERINARIAN SPECIALIST (GENERAL)
0180	VETERINARIAN SPECIALIST (MEAT INSPECTION)
0177	VETERINARIAN (GENERAL)
0181	VETERINARIAN (MEAT INSPECTION)
3755	ASSOCIATE SEISMOLOGIST
1918	FISH AND WILDLIFE INTERPRETER II
2809	ASSOCIATE STATE ARCHEOLOGIST
2714	ASSISTANT STATE ARCHEOLOGIST
1917	FISH AND WILDLIFE INTERPRETER I
0762	ENVIRONMENTAL SCIENTIST
0757	INTEGRATED WASTE MANAGEMENT SPECIALIST
0765	SENIOR ENVIRONMENTAL SCIENTIST (SPECIALIST)
1989	SENIOR INTEGRATED WASTE MANAGEMENT SPECIALIST
3931	SENIOR GEOLOGIST (SPECIALIST)
8068	STAFF CHEMIST
8060	CHEMIST
3057	SENIOR METEOROLOGIST WATER RESOURCES
3121	OCEANOGRAPHER

### **Personal Leave Program (PLP) 2025**

Effective the first day of the pay period following ratification by both parties, Bargaining Unit 10 employees shall participate in the Personal Leave Program 2025 (PLP 2025) through the June 2027 pay period in the manner outlined below.

- A. Each full-time employee shall continue to work their assigned work schedule and shall have a reduction in pay equal to 3.5%:
- B. Each full-time employee shall be credited with six (6) hours of PLP 2025 per month for the duration of the PLP 2025 Program.
- C. Salary rates and salary ranges remain unchanged and will be in accordance with Article 2.1 as amended in this side letter.

- D. Employees will be given discretion to use PLP 2025 in the same manner as vacation/annual leave.
- E. Requests to use PLP 2025 must be submitted in accordance with departmental policies and vacation/annual leave.
- F. Employees in Work Week Group 2 may request and use PLP 2025 in 15-minute increments.
- G. PLP 2025 must be used before any other leave except for sick leave and Professional Development Days. Employees may elect to use PLP in lieu of approved sick leave.
- H. Employees should use all leave earned under PLP 2025 prior to voluntary separation. Appointing powers may schedule employees to take PLP 2025 time off to meet the intent of this section. In circumstances where an employee was not able to use their PLP 2025 prior to separation, PLP 2025 may be cashed out. If an employee's separation is not voluntary and the separation date cannot be extended PLP 2025 shall be cashed out.
- I. PLP 2025 accruals do not expire.
- J. The 640-hour vacation and annual leave cap shall be increased by the equivalent number of PLP hours BU 10 employees have been credited with until June 30, 2028. Thereby increasing the cap to 766 hours.
- K. Upon ratification of this side letter by both parties, BU 10 employees may elect to switch between either program: the Vacation and Sick Leave Program and the Annual Leave Program until October 31, 2025. An employee may only elect to make the switch once during this time period.
- L. Time during which an employee is excused from work because of PLP 2025 leave shall not be considered as "time worked" for purposes of determining the number of hours worked in a work week.
- M. A State employee shall be entitled to the same level of State employer contributions for health, vision, dental, flex-elect cash option, and enhanced survivor's benefits the employee would have received had the PLP 2025 not occurred.
- N. PLP 2025 shall not cause a break in State service, nor a reduction in the employee's accumulation of service credit for the purposes of seniority and retirement. PLP 2025 does not affect other leave accumulations, nor count as service towards a merit salary adjustment.



- O. PLP 2025 shall neither affect the employee's final compensation used in calculating State retirement benefits nor reduce the level of State death nor disability benefits to supplement those benefits with paid leave.
- P. The PLP 2025 reductions shall not affect transfer determinations between state civil service classifications or movement between ranges.
- Q. PLP 2025 shall be administered consistent with the existing payroll system and the policies and practices of the State Controller's Office.
- R. Employees on State Disability Insurance (SDI), Non-Industrial Disability Insurance (NDI), Enhanced Non-Industrial Disability Insurance (ENDI), Industrial Disability Leave (IDL), Enhanced Industrial Disability Leave (EIDL), or Workers' Compensation for the entire monthly pay period shall be excluded from the PLP 2025 for that month.
- S. Seasonal and temporary employees are not subject to PLP 2025.
- T. Part-time employees shall be subject to the same conditions as stated above, on a prorated basis. Pro-ration shall be determined based on the employee's time base consistent with the chart below.

<u>Time Base</u>	<u>PLP 2025 Hours</u>
<u>9/10</u>	<u>5.40</u>
<u>7/8</u>	<u>5.25</u>
<u>4/5</u>	<u>4.80</u>
<u>3/4</u>	<u>4.50</u>
<u>7/10</u>	<u>4.20</u>
<u>5/8</u>	<u>3.75</u>
<u>3/5</u>	<u>3.60</u>
<u>1/2</u>	<u>3.00</u>
<u>2/5</u>	<u>2.40</u>
<u>3/8</u>	<u>2.25</u>

<u>3/10</u>	<u>1.80</u>
<u>1/4</u>	<u>1.15</u>
<u>1/5</u>	<u>1.20</u>
<u>1/8</u>	<u>0.75</u>
<u>1/10</u>	<u>0.60</u>

U. PLP 2025 for permanent intermittent employees shall be subject to the same conditions above on a pro-rated basis. Pro-ration shall be determined based upon the number of hours worked in the monthly pay period, consistent with the chart below.

<b><u>Hours Worked During Credit Pay Period</u></b>	<b><u>PLP 2025 Hours</u></b>
<u>0-10.9</u>	<u>0</u>
<u>11-30.9</u>	<u>0.75</u>
<u>31-50.9</u>	<u>1.50</u>
<u>51-70.9</u>	<u>2.25</u>
<u>71-90.9</u>	<u>3.00</u>
<u>91-110.9</u>	<u>3.75</u>
<u>111-130.9</u>	<u>4.50</u>
<u>131-150.9</u>	<u>5.25</u>
<u>151 or over</u>	<u>6.00</u>

UV. Continuation of the Voluntary PLP (VPLP) during the duration of PLP 2025 shall be at the discretion of the employee. If the employee elects to alter their participation in VPLP, they shall be allowed to opt out or change at any time during the PLP 2025 program. For the duration of any mandatory PLP program.

### **Article 8.9 (Prefunding of Other Post Employment Benefits)**

Effective the first day of the pay period following ratification by both parties, notwithstanding Government Code Sections 22940, 22942, 22943, 22944, 22944.2, 22944.3, and 22944.5, the employees' and employer's monthly contribution for prefunding other post-employment benefits is suspended and shall not be withheld from employees' salaries or contributed by the employer through the June 2027 pay period.

## **Article 7.11 (Telework Stipend Program)**

Effective the first day of the pay period following ratification by both parties, the Telework Stipend Program will end, and the MOU provision will be deleted as outlined below.

### **A. Eligibility**

~~Effective October 1 2021 employees who have an approved telework agreement on filed with the department shall receive a telework stipend as provided below:~~

- ~~1. Employees identified as "Remote Centered," as defined within the Statewide Telework Policy with an approved telework agreement shall receive \$50 per month. Remote centered is defined as a teleworker who works fifty percent or more of their time from an alternate work location.~~
- ~~2. Employees identified as "Office Centered," as defined within the Statewide Telework Policy with an approved telework agreement shall receive \$25 per month. Office centered is defined as a teleworker who works more than fifty percent from the office.~~
- ~~3. "Incidental telework" does not qualify for this stipend. The approved telework agreement must designate the employee's telework status as either Remote Centered or Office Centered.~~
- ~~4. In the event the changes are made to the definitions as outlined in the Statewide Telework Policy, the State will provide notice to CAPS.~~

### **B. Payment Process**

- ~~1. This stipend shall be paid for each eligible pay period, payable the following pay period.~~
- ~~2. The employee's approved telework status as of the first day of the pay period shall determine the payment amount for the entire pay period. However, if the employee's approved telework status changes during the month from Office Centered to Remote Centered, then the employee shall receive the amount for Remote Centered status only.~~
- ~~3. This payment is not subject to a qualifying pay period.~~
- ~~4. For approved telework agreements that are effective other than the first day of the pay period, the stipend is payable upon a fully executed telework agreement.~~
- ~~5. Employees on leave (paid or unpaid) for the entire pay period are not eligible for this payment.~~

- ~~6. Employees paid bi-monthly/semi-monthly shall receive one payment for the entire telework calendar month.~~
  - ~~7. No receipts shall be required for the payment of this stipend.~~
  - ~~8. Effective the first day of the pay period following ratification, no reimbursement claims will be authorized for utilities, phone, cable/internet, or other telework incurred costs. Except for approved office supplies such as paper, pens, and printer cartridges, claims shall be submitted in accordance with the MOU and departmental policy.~~
  - ~~9. Any change to the employee's telework status which affects the eligibility of this stipend shall be administered in accordance with the provisions of this section and the terms of the MOU.~~
- ~~C. The Telework Stipend Program is grievable through the fourth step (CalHR level) of the grievance procedure and is not arbitrable.~~
- ~~D. Should the stipend amounts, as listed in Section A(1) and A(2), for any other Bargaining Unit result in more than what is received by Bargaining Unit 10 employees, the same rate shall apply to Unit 10 employees simultaneously.~~

**Article 7.10 (Telecommute/Telework Program) is modified as outlined below.**

**Telecommute/Telework Program**

The terms "telework," "teleworking," "telecommute," and "telecommuting" refer to formalized work flexibility arrangements established between the department management and the employee under which the employee performs the duties and responsibilities of the employee's position from a location other than the office. The term "office" refers to the location, state building, or official worksite that would be the employee's work location if not teleworking. For example, an employee working in the field or attending an off-site training or all-day meeting may be considered working in the office.

- A. Where operational considerations permit, a department may establish a telework program. Such programs shall operate within the policies, procedures, and guidelines established by the Statewide Telework Policy. The departmental program shall be in writing and made available for employees to review.
- B. Not all positions or job duties may meet applicable criteria to be appropriate for telework, per departmental telework policy.
- C. If the telework arrangement conforms to telework criteria established in the department's telework policy and guidelines, no employee's request for telework shall be unreasonably denied. Employee's request for telework shall be submitted in writing on the prescribed form and replied to in writing within

twenty-one (21) calendar days of submission. The parties may mutually agree to extend this response period.

- D. Any Unit 10 employee who teleworks shall have an approved Telework Agreement on file.
- E. Department management shall endeavor to provide employees with a minimum of 30 days' notice for any change in the event of a revision or termination of a Telework Agreement. Thirty days' notice is the standard by which departments should operate unless emergent issues arise.
- F. Departments that desire to establish a telework or telecommuting policy and/or program or departments desiring to change an existing telecommuting policy and/or program shall first notify the Union at least 60 days prior to implementation. Within thirty (30) calendar days of the date of such notification, the Union may request to meet-and-confer over the impact of a telework or telecommuting policy and/or program or change in an existing telework or telecommuting policy and/or program.
- G. Should a Unit 10 employee require equipment that has not already been provided per the procedures outlined within Section 6.3 of the MOU, they may request and the departments may elect to provide reimbursement to Unit 10 employees for additional appropriate business expenses in accordance with departmental policies.
- H. Disputes regarding this section are grievable to the fourth step (CalHR level) of the grievance procedure as outlined in Article 9.

**Article 19.13 Electronic Monitoring is modified as outlined below:**

- C. Any disputes that arise under this provision are subject to the grievance and arbitration process outlined in Article 9.2 of this contract.

This side letter agreement will become an addendum to the July 1, 2024 through July 1, 2027 BU 10 MOU.

**The Parties agree to reopen depending on 2026 Budget Act, consistent with the Dills Act and the Budget Act of 2026**

- **If the Legislature does not approve or fully fund any provision of the memorandum of understanding which requires the expenditure of funds for the 2026-27 fiscal year, either party may reopen negotiations on all or part of the memorandum of understanding. The parties shall meet and confer in good faith on or before July 1, 2026.**

**Tentative agreement reached August 14, 2025 at 7:04PM**

FOR THE STATE:

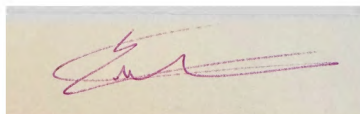
FOR THE UNION:



Alex Rangel

Ma Bell

Alvaro



Regulacion

R. Gaer

Candace Murch August 14, 2025

Candace Murch      Date  
Principal Labor Relations Officer  
Labor Relations, CalHR

August 14, 2025

CAPS-UAW Bargaining Committee      Date  
CAPS-UAW Local 1115