



**CALIFORNIA ASSOCIATION OF
PROFESSIONAL SCIENTISTS**

March 21, 2024

Candace Murch, Principal Labor Relations Officer
California Department of Human Resources
Via Email

Re: State's Implementation Plan

Dear Ms. Murch,

This letter is in response to the March 18, 2024, notice to CAPS titled "State's Implementation Plan" and submitted by the CAPS Bargaining Committee on behalf of the Unit 10, State Scientific membership. The letter states that "the state continues to prefer a multi-year agreement that addresses the needs of CAPS and the state. The state will not move forward with its implementation plan should CAPS wish to return to the table to bargain in good faith for a successor agreement."

Please expand on what concessions or movement the State is willing to make. Alternatively, please provide what discussions the State would like to have, should the CAPS Bargaining Committee return to the table. It's been four months since we rejected the State's LBFO and nothing tells us why the State has a sudden interest in returning to negotiations.

The Committee expects that we, as the CAPS Bargaining Committee, will be present for any bargaining-related communication with CalHR or with the Administration, to prevent any misunderstandings. If the entire Committee is unavailable, we expect that at least our Chair, CAPS President Jacqueline Tkac, be present with a delegated Committee member.

Please respond if you would like to set up a time to discuss this with the entire Bargaining Committee present, and we will pass our availability along.

Regards,

CAPS Bargaining Team,
Jacqueline Tkac
Peter Kerr
David Rist
Steve Sander
Itzia Rivera
Anita Carraher
Monty Larson

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