

May/June

OUTREACH 2019



Dan Sorrick shown right

**CAPT Founders
Dan Sorrick and
Ed Saccamano
pass away leaving
CAPT members
grateful for their
contributions to
CAPT and the Psych
Tech profession**

Page 12



Ed Saccamano shown back left



Reminders & IMPORTANT INFO

Looking for a state job? Check out jobs.ca.gov

Whether you're looking for your first job with the State of California or you're a seasoned state employee looking for a new opportunity, the California Department of Human Resources website has you covered. Just log on to jobs.ca.gov to check out vacancies and positions in all departments throughout state service. For more information on state employment, contact CalHR at (866) 844-8671 or e-mail JobExamCerts@calhr.ca.gov.

Psych Tech students: you may qualify for a scholarship!

The CAPT Scholarship Committee will award eight recipients \$750 dollars to help defray the costs of tuition, books and other educational expenses. One top scholarship may be awarded in the amount of \$1,500 and one runner-up award in the amount of \$1,000.

For eligibility information, see the story on page 9. Application forms and instructions can be obtained by contacting CAPT Consultant Carol Wiesmann at (800) 677-2278 or by email at wiesmann@psychtechs.net. You can also download the documents from CAPT's website at www.psychtechs.net under "Announcements."

Planning to retire soon?

Don't forget that CAPT offers its retired members insurance benefits similar to what it provides its active members. As a retired member, CAPT will continue to provide -- \$5,000 in Accidental Death and Dismemberment coverage and \$5,000 in Life Insurance -- without any age term.

IMPORTANT: For your insurance to continue after your retirement -- for only \$5 per month -- you must contact CAPT Headquarters at (800) 677-2278 within 31 days of the last day in the month in which you retired. If you fail to do so, your policy will lapse and cannot be reinstated.

psychtechs.net

Check out our catastrophic leave list on our website. Keep abreast of what's happening! CAPT updates its website frequently, making sure you have current information on state, department, and CAPT news, at your facility and statewide.

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CAPT is a non-profit corporation serving as the exclusive representative of all employees in Psychiatric Technician Bargaining Unit 18 in California State Civil Service.

CAPT is also the professional association for all California Psychiatric Technicians.

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(916) 329-9145 (Fax)

You may contact your state and chapter officers directly. Their contact information is listed on the following page. If a voicemail is left on their cell or if you send an e-mail or text, be sure to leave your name, work location, and phone number, as well as a short explanation of your issue.

Going mobile? Take CAPT with you!

CAPT's popular www.psychtechs.net website -- and all of its professional and union information -- is here for you when you're on the go! Our site automatically optimizes to suit your mobile device, and you can download our "CAPTApp" for your mobile device as well. Check these helpful tools out today!



us at: twitter.com/psychtechs

and follow some of our chapters on



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Index

COVER: CAPT Founders Dan Sorrick and Ed Saccamano pass away leaving CAPT members grateful for their contributions to CAPT and the Psych Tech profession.

- 4 The President's View: Union membership benefits workers
- 5 If you aren't working for the State of California, join up with us now!
- 6 CAPT wins Expedited Arbitration at CHCF
- 7 Attention Psych Tech students
- 7 2019 Annual Meeting
- 8-9 Scope of Practice: BVNPT and RCB issue joint statement on Invasive Mechanical Ventilation
- 9 Contract Highlight: Gas prices too high? There is an alternative
- 10 CAPT and State set Ground Rules for Contract Negotiations
- 10 Contract Question? Ask Ann
- 11 CAPT's Bargaining Team caucus 3 days, bargaining begins
- 12-13 CAPT founders Dan Sorrick and Ed Saccamano pass away
- 14-16 Job Stewards, Do you know yours?
- 16 Steward spotlight: Fermin Rodriguez, PT Metro
- 17 CAPT reps educate law makers about the Psych Tech profession
- 18 Assembly passes ban on MOT, bill heads to Senate
- 19 Governor's Budget announced a plan to reorganize the Division of Juvenile Justice
- 20-22 Studies & Research: For Those With Developmental Disabilities, Dental Needs Are Great, Good Care Elusive
- 22 Metro Chapter holds Member Appreciation BBQ
- 23 Catastrophic Leave Donations
- 23 CalPERS Announces Candidates for Fall 2019 Board Election



THE PRESIDENT'S VIEW

Union membership benefits workers

CAPT Brothers and Sisters,

By the time this issue of the Outreach makes it to your mailbox, your CAPT Negotiating team will have begun contract negotiations with the state. Your negotiating team, including me, each chapter's president, CAPT's attorney, and chief negotiator, have been preparing and are ready to work tirelessly to bring you the best contract we can. Our preparation would have not been possible without the input, participation and the dedication of our members. The power of a union comes from its members banding together in common purpose. When a band of workers stands together in solidarity, great things get accomplished.

Not sure if you are a member? Contact your local chapter to verify your membership. Join your coworkers, join your Psych Tech Brothers and Sisters in the struggle for better working conditions, better wages, and benefits. Join the struggle in making your job a more just workplace.

Benefits of Union Membership

- All workers benefit from unions.
- Workers like us benefit most from the union's collective bargaining power
- Gives all of us more power to bargain together rather than as an individual
- Union employees made an average of 20% more than non-union workers in 2017 (according to the U.S. Department of Labor – Bureau of Labor Statistics)
- 94% of union workers have access to employer-provided health care vs. 67% of non-union workers in March 2017 (according to the U.S. Dept. Labor – Bureau Labor Statistics)
- Union workers are more likely to have guaranteed pensions.
- Unions help protect employees from unjust dismissals
- Many non-union workers are "at-will" employees, and can be fired at any time for any reason
- Unions are the one and only true workplace democracy
- Do you ever get to have a say in who your boss is?
- Do you ever get to give input or draft company policy?
- Union members choose their leadership
- Union members ARE their leadership
- Union members provide input and can draft union policies

What has CAPT done for me?

- Consistently negotiates wage increases which have raised the standard of living for members
- Consistently ensures health care coverage for members and family
- Negotiated reduction in allowable mandatory overtime
- Have protected members' jobs, careers, and licenses in disciplinary & licensing proceedings
- Has been visible and present in all our chapters/facilities/institutions
- Maintains principle of union being governed by its members – Psych Techs like you and me.

Facts and Figures

- \$8,376.32 – the Dollar value of being able to have up to 32 work days of vacation per year, based on Psych Tech (Safety) Range T.
- \$3,141.12 – the Dollar value of accumulating 8 hours of sick hours per month, per year, based on Psych Tech (Safety) Range T.
- \$261.76 – the Dollar value of the exchange of days off per use, based on Psych Tech (Safety) Range T.
- \$840.00 – the Dollar value of one-time Education Reimbursement.
- \$220.00 – the Dollar value of License Renewal Reimbursement every two years
- \$68,064 – Approximate dollar value of EIDL benefit for one year, based on Psych Tech (Safety) Range T.
- \$49.02/hr – the Dollar value of earning 1 ½ pay for Overtime, based on Psych Tech Range T Psych Tech (Safety)
- \$3,141.12 – the Dollar value of earning holiday time for 12 holidays, based on Psych Tech Range T Psych (Safety)
- \$392.16/\$49.02 – the Dollar value of working a premium holiday Shift/Hourly, based on Psych Tech Range T (Safety)

All figures are based on full time Psych Tech Range T, Safety salary. No shift differentials have been factored in.

Solidarity Forever!

Eric Soto
CAPT State President
(909) 214-4298

eric.soto.capt@gmail.com



Friend Eric on
Facebook at
www.facebook.com/statepres.soto



ATTENTION:



Psychiatric Technicians

If you aren't working for the State of California, join up with us now!



Now hiring
in California.

The California Department of State Hospitals is the largest forensic mental health hospital system in the nation. We offer competitive salaries and an excellent benefits package. If you're interested in working as a Psych Tech at one of our five California locations, contact us today!

(916) 654-2609 • DSH.Recruitment@dsh.ca.gov
www.dsh.ca.gov



Atascadero State Hospital
10333 El Camino Real
Atascadero, CA 93423

Napa State Hospital
2100 Napa Vallejo Hwy.
Napa, CA 94558

Coalinga State Hospital
24511 W. Jayne Ave.
Coalinga, CA 93210

Patton State Hospital
3102 E. Highland Ave.
Patton, CA 92369

Metropolitan State Hospital (MSH is located in Norwalk, in Los Angeles Co., about 15-20 mi S.E. of the city of Los Angeles)
11401 Bloomfield Ave.
Norwalk, CA 90650



CALIFORNIA Department of Corrections and Rehabilitation

Currently, Psychiatric Technicians are employed in 32 of the 34 state adult facilities and two of the youth facilities. For information on job vacancies, check out the department's website at: www.cdcr.ca.gov

Links are available to take you to prefiltered job vacancies (by location) on the CalCareers website - check out: https://www.cdcr.ca.gov/Career_Opportunities/vacancies.html



California Department of Developmental Services

Despite the recent closure of Sonoma Developmental Center and the pending closures of Fairview DC, and the general treatment areas at Porterville DC, the Department is still hiring Psychiatric Technicians (some may be limited term positions).

For hiring information, check out the DDS website at: www.dds.ca.gov

Fairview Developmental Center

2501 Harbor Blvd.
Costa Mesa, CA 92626

Porterville Developmental Center

26501 Avenue 140
Porterville, CA 93258

Canyon Springs Community Facility

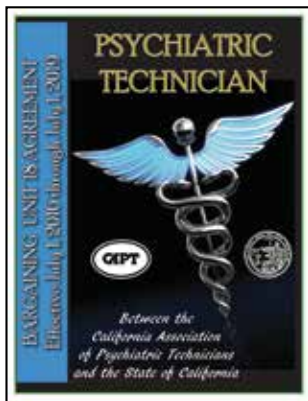
69-696 Ramon Rd.
Cathedral City, CA 92234

JOIN OUR TEAM!

This is a great time to consider a job with a state facility! As our State President addressed in the President's View, working for the state offers many benefits that CAPT has negotiated in our contract. As he mentioned, we're now back at the bargaining table to negotiate even greater wage packages, better working conditions and increased benefits.

With positions open in state agencies employing Psych Techs, there's no better time to join the state team. We've included hiring contact information for each of the various state facilities. If you have problems getting through to the right place for employment information and applications, contact the CAPT chapter at that facility. The CAPT contacts on page 3 include their phone numbers, as well as their e-mail and office addresses.

CONTRACT VICTORY!



CAPT wins Expedited Arbitration at CHCF

Arbitrator upholds Post and Bid posting criteria under 9.2 B

Section 9.2 B of our MOU establishes a Post and Bid posting criteria that includes, among other things, the position's unit, even if the units are within a program. Unfortunately, in an attempt to undermine our Post and Bid, management at California Healthcare Facility, Stockton failed to include the unit assignments on several listed positions. CAPT representatives met with CHCF on Sep. 11 to remedy the violation, but management was not persuaded. Management advised CAPT that it was unwilling to include the unit assignments on the nearly 20 positions in question. Management's blatant disregard of this provision affected members' right to choose the position and unit for which they could bid upon, thereby denying our freedom to choose not only our shift and regular days off but our work location.

Naturally, CAPT grieved the matter, asserting that notice criteria number three, which states, "Program and unit/residence/ward," requires that the unit assignments for the E-yard be included in the posting criteria for Post and Bid positions. CAPT argued that the Enhanced Outpatient Program is assigned to E-yard and that the E-yard is comprised of Units A, B, C, D, E, and F. Consequently, CHCF's failure to include those units in the posting criteria was a clear violation of our contract.

The department responded to our grievance saying they were not required to identify the Unit as part of the posting criteria because identifying the program was sufficient. In other words, unit identification was not applicable if the unit was within a program.

Fortunately, at arbitration, PT Denise Sanders, the Post and Bid Coordinator at CHCF, CAPT Consultant Ann Lyles and Attorney Sean Bedrosian, successfully convinced Arbitrator Norman Brand that the units must be identified. "Denise was on fire," said Lyles. She gave the arbitrator every bit of information he needed to reach the correct decision."

"The Union's interpretation of Section 9.2 B is that 'unit' is 'applicable' whenever a program is offered in multiple 'units,'" wrote Brand in his ruling. "If it is only offered in one 'unit,' then 'unit' is an irrelevant criterion to include on the bid. By bidding the program employees are bidding a work location. ... Consequently, the Union interpretation is more likely correct."

The arbitrator ruled on the spot in favor of CAPT. The written award states "Section 9.2 B required the State to include the Unit assignments for the E-yard (EOP) in the posting criteria." Because this matter was taken to expedited arbitration, it is binding on the department.

Stockton Chapter President Sam Ortiz furnished the award to labor relations and is working to establish when the next bid will take place.

If you have any questions regarding the Post and Bid at Stockton or would like more information, please contact Stockton Chapter President Sam Ortiz at (209) 954-2031.



ATTENTION

PSYCH TECH STUDENTS



The deadline for CAPT's 2019 Anthony Myers Memorial Scholarship Program is fast approaching

Don't let this opportunity slip by!

CAPT is still accepting applications for its 15th round of scholarships it plans to award to students enrolled in Psych Tech education programs.

For applications to be considered, **they must be post-marked no later than July 12, 2019**. The scholarship winners will be announced at CAPT's 35th Annual Meeting, scheduled in mid-September.

CAPT will award up to 10 scholarships: eight in the amount of \$750 each; two additional scholarships may be awarded to the individuals whose applications are not only accurately completed, but whose signed statements are exceptionally inspiring and whose letters of recommendations are highly supportive. One top scholarship may be awarded in the amount of \$1,500 and one runner-up award in the amount of \$1,000.

To receive a scholarship, an individual **must be actively participating in a Psych Tech education program accredited or approved by the BVNPT**. The recipient must also be a CAPT member; a relative of a CAPT member or someone residing in a CAPT member's immediate household.

The scholarships are funded from a grant by the American Association of Psychiatric Technicians which provides services to mental health workers in the 46 states that do not license Psych Techs.

Complete eligibility requirements and an application are available online at: www.psychtechs.net. Or have one mailed to you by contacting CAPT Consultant Carol Wiesmann at (800) 677-2278 or e-mail a request to her at: wiesmann@psychtechs.net

NOTICE: CAPT MEMBERS!



Are you interested in representing your chapter as a 2019 Annual Meeting delegate?

Or, do you know a member who is? Pass the word!

On September 17-19, the California Association of Psychiatric Technicians will hold its 35th Annual Meeting. This year's meeting will be hosted by the CAPT Napa, Northern Corrections and Stockton Chapters and will be held at the Village at Squaw Valley / Alpine Meadows in Olympic Village, North Lake Tahoe, California.

Each year this conference provides CAPT chapter officers and elected delegates a voice in establishing or amending the language by which the Association is governed. This annual meeting also offers members an excellent opportunity to network with CAPT's Board, its consultants and other members from each of the Association's 11 chapters.



Interested in representing? Reach out to your chapter representatives to find out more on this annual process. ... Delegate information fliers for some chapters are also available on www.psychtech.net

It's our 35th!

UNDER OUR SCOPE



BVNPT and RCB issue joint statement on Invasive Mechanical Ventilation

The Respiratory care Board of California (RCB) and the Board of Vocational Nursing and Psychiatric Technicians (BVNPT), in consultation with Board members, legal counsel, experts and staff, issued a joint statement regarding their Scope of Practices as they relate to Invasive Mechanical Ventilation. The two boards concluded that Licensed Vocational Nurses and Psychiatric Technicians are not authorized within their Scope of Practices to administer Invasive Mechanical Ventilation patient care. Only Respiratory Care Practitioners are authorized to provide the following types of respiratory care:

- Changing any setting on a ventilator, with or without a physician's order.
- Routine and/or emergent changing inner and/or outer cannulas.
- Reconfiguring or changing aerosol or ventilator circuits.

- Manipulating ventilator breathing circuits including disconnecting or reconnecting the circuit, for any purpose, including, but not limited to administering bronchodilator or nebulizer treatment.
- Troubleshooting artificial airway problems and ventilator-related controls and alarms. Assessment of a patient's response to ventilator adjustments or current settings. Assessment for the placement and/or placement of a speaking valve or trach plugging.
- Transporting patients intra or inter facility to daily activities and/or scheduled shower days.

The joint statement also specified the Scope of Practice of Psych Techs and LVNs for patient respiratory care as follows:

- The LVN and PT are authorized to provide care to the patient receiving invasive mechanical ventilation when the care is not specifically related to the mechanical ventilation but is within the LVN or PT's scope of practice. That care includes but is not limited to:
 - Basic Assessment (data gathering) of total patient.
 - Administration of ordered medications that do not require manipulation of the mechanical ventilator.
 - Provision of ordered treatments.
 - Hygiene care.
 - Comfort care.
 - Patient and family education.
- LVNs and PTs are not responsible for ensuring the security of the artificial airway and related functionality of the ventilator before, during and after transport. However, LVNs and PTs can go as part of the team, but they are not responsible for the ventilator or related care.



Gas prices too high? There is an alternative

With gas prices surging across the State to record highs, you may want to consider utilizing the Transportation

Incentive benefit found under Article 7.18 of our contract. The provision encourages Psych Techs to use mass transit for their daily commute, thereby reducing traffic congestion which in turn improves air quality.

The State will reimburse Psych Techs 75 percent up to a maximum of \$65 per month for their mass transit expenses associated with their work commute. Mass transit includes rail, bus or other commercial transportation licensed for public conveyance. The reimbursement covers transit passes sold by a state agency or purchased individually.

Vanpool expenses are also eligible for reimbursement up to a maximum of \$65 per month. Additionally, the State shall provide \$100 per month to each state employee who is the primary vanpool driver. Vanpool drivers must meet eligibility criteria and comply with program procedures as developed by the State for primary vanpool drivers. The State defines a vanpool as a group of seven or more people who commute together in a vehicle.

While mass transit or vanpool reimbursement dollars do not count toward compensation for retirement purposes, it can cut down on your overall commuting expenses.

Information on these contract provisions are located in the
2016-2019 CAPT Contract,
Article 7.18, Page 72

Since the release of the joint statement, both boards have received numerous questions concerning the allowable practices in patient care. Both the RCB and the BVNPT will address these questions by pursuing regulations on the issues identified on the joint statement. Regulatory language will be issued and considered at upcoming board meetings. The BVNPT encourages stakeholder participation in the upcoming discussions and rule-making process.

For more information, you may access the joint statement from the BVNPT's website at https://www.bvnpt.ca.gov/pdf/rcb_bvnpt_joint_statement.pdf

If you have a Scope of Practice question, submit your inquiry in writing to the BVNPT via email at bvnpt.sop@dca.ca.gov, and copy chris@psychtechs.net so we can publish the Scope of Practice findings in the *Outreach*.

CAPT and State set Ground Rules for Contract Negotiations



CAPT's Executive Committee, comprised of State President Eric Soto, State Vice President Paul Hannula and State Secretary-Treasurer Jaime Garcia, met April 22 at CAPT headquarters with Consultant and Chief Contract Negotiator Ann Lyles to prepare for their meeting with the California Department of Human Resources to establish the Ground Rules for our upcoming contract negotiations with the State.

Before bargaining dates are set, it is customary for the employer and union to agree to a set of rules for how the negotiations are to be conducted. Ground rules serve to expedite and facilitate the bargaining process. The ground rules agreed upon establish the

paid release time for Union negotiators, the time negotiations are to take place, the process for canceling a session, agenda setting, caucusing rules, notetaking procedures, the passage and format of proposals and counter-proposals, and tentative agreement and impasse procedures.

CAPT will keep members abreast on the progress of our negotiations via fliers, the *Outreach* magazine, and the CAPT website. If you have any questions or would like more information about collective bargaining and our negotiations, contact your local chapter.

Contract Question? Ask Ann

If I'm mandated and I find a replacement to work my mandate, does that still leave me at the top of the mandate list or does my mandate replacement count for me as my mandate?

An employee may secure a volunteer to work any portion of their mandate. This does not count towards the overtime limits for the volunteer but, if the volunteer works at least 5.25 hours of the mandate, it drops them to the bottom of the list. If the employee originally scheduled to work the MOT works at least one hour of the mandate, they drop to the bottom of the list (otherwise they stay at the top). If that employee works at least two hours of the mandate, it counts towards that employee's overtime limits and also drops them to the bottom of the list.

Ann Lyles is CAPT's chief contract negotiator and has held a Psychiatric Technician license since 1978. Before becoming a full-time CAPT consultant in 2005, Lyles was a long-time CAPT activist. She began her PT career at Lanterman Developmental Center, then moved to Patton State Hospital. She held the positions of Patton Chapter secretary and president and served six years as the association's state vice president.



CAPT's Bargaining Team caucus 3 days, bargaining begins



CAPT's Bargaining Team members caucus at CAPT headquarters May 28-30 to prepare contract proposals



CAPT's Bargaining Team on June 17, the first day of negotiations with the State.

As previously reported and as a result of the new administration, the leadership at CalHR has undergone a series of changes that have impacted the timeliness of not only our contract negotiations, but that of four other bargaining units, including the California Correctional Peace Officers Association, the California Statewide Law Enforcement Association, the International Union of Operating Engineers, and the California Attorneys, Administrative Law Judges and Hearing Officers in State Employment. All five bargaining units, including our own, have contracts that are set to expire this summer.

CAPT Consultant and Chief Contract Negotiator Ann Lyles met May 17 with Paul Starkey, the newly appointed deputy director of labor relations at the California Department of Human Resources, to discuss our upcoming contract negotiations and when the State would be ready to bargain. Lyles learned at the meeting that CalHR was still working to put their negotiating team together. Despite the delay, Starkey told Lyles that all the departments are eager to get to the table.

"I had to be clear that we were burning bargaining daylight the longer we delay," Lyles told Starkey at their May 17 meeting.

Lyles requested that the State allow CAPT to schedule three caucus days to prepare its proposals. The State agreed, and our Bargaining

Team members caucused at CAPT Headquarters on May 28-30.

"Three caucus days for just our team to work on our proposals will help prepare us to go at break-neck speed once CalHR is ready," said Lyles.

On May 31, Starkey contacted Lyles to offer bargaining dates. The Bargaining Team met with the State at CAPT Headquarters June 17, 20, 21. Bargaining was scheduled to resume June 24 through 28.

Given the bargaining delay, it is highly unlikely that an agreement will be reached and ratified by the members before the contract's expiration date. In the absence of an agreement, the evergreen clause will go into effect, which extends the current contract until a new contract is ratified and adopted.

Since our contract expires June 30, our 1.4 percent OPEB will be implemented July 1. CAPT intends to bargain a raise to retroactively offset the OPEB deduction.

If you have any questions, please contact your chapter president; but please be reminded they will all be at the bargaining table for intense bargaining on consecutive days at least through the end of June.

Your support keeps our resolve strong, and our objectives unified. Our Bargaining Team appreciates your support in advance.



CAPT's Founders

CAPT founders Dan Sorrick and Ed Saccamano pass away



Ed Saccamano shown back left



Dan Sorrick shown right

Two of CAPT's beloved founders have passed away. Ralph (Dan) Sorrick died April 15 at 75 years old. Edward Saccamano passed this spring. He was 79 years old.

Both Ed and Dan were instrumental in getting CAPT, a grassroots organization at the time, off the ground and running. Even if you did not know them, both Ed and Dan touched the lives of past, current, and future CAPT members.

"The story of CAPT's founders is a story that will forever be remembered and passed on for as long as CAPT is here to fight and protect our brothers and sisters," said CAPT State President Eric Soto. "Although I did not have the honor of

meeting either Dan Sorrick or Ed Saccamano, their contributions to the Association and the impact they have had on our members cannot be overstated. The story of those Psych Tech activists meeting in a Bakersfield motel in 1985 is still proudly shared and passed on every time we train new Job Stewards so that their story, our story is never forgotten.

Solidarity Forever Dan and Ed."

Disillusioned by their union at the time, the Communication Workers of America, Dan, and four other Psych Techs met in a hotel room to work out plans to form a new, independent union—one led solely by Psych Techs and

dedicated to the issues of Psych Techs. The formation of CAPT came just three months later on March 15, 1985, when Psych Techs elected CAPT over CWA by a vote of 58 percent to 40 percent. Dan went on to serve CAPT as its first state secretary/treasurer and even signed CAPT's Articles of Incorporation. He was also the founding chapter president at the Sonoma Developmental Center.

"Dan was influential in getting CAPT started, and he was an inspiring spokesperson for the organization during its campaign," said former CAPT Consultant Ken Murch who was with CAPT at its inception. "Dan was extremely pro-labor, especially about the nursing profession."

Ed, who served as CAPT's second state secretary-treasurer, as well as the founding Camarillo Chapter president, will be remembered for his critical role in advancing our

professional ranks and for his contribution in creating CAPT's Constitution, Bylaws and Operating Policies.

"Ed was one of those guys you want leading your organization," said Murch. "He was knowledgeable, outspoken, had a good grasp on administrative policy and bargaining. He was a true asset to the organization."

Ed was also involved in the creation of the original CAPT logo, which helped organizers fund the campaign for an independent union.

In 2012, Ed shared the story behind the CAPT logo in the *Outreach*. The story is reprinted below for Posterity.

CAPT extends its deepest sympathies to the family and friends of Ed and Dan. Their CAPT legacy will not be forgotten.

CAPT Logo Reflects Grassroots Efforts

FLOUR AND SALT

It was back in the 1980s. The Communication Workers of America had represented our Bargaining Unit 18 since 1981. During this union's tenure, many members began to sense Psychiatric Technicians drifting into a lower status compared to other disciplines represented by CWA.

That's when five Psych Techs – Jay Salter, Linda Pinkerton, Cody Ferral, Donna Whitt and Dan Sorrick – instead sought to create an organization that truly understood the needs and nature of our profession. On their own dime and on their own time, they worked throughout the state to create a grassroots campaign for a true Psychiatric Technician association.

Saccamano and other Psych Techs he knew believed in their vision. They wanted to help, but how? They were all up against a huge union with deep pockets and vast resources. They needed funds and resources of their own to break away from CWA and create their own group, but they had

nothing. He and some of his like-minded coworkers were talking about this very issue when one of them – a Psychiatric Technician named Shirley Malloy – said, "I'm a hobbyist; let me think about it."

Soon after this discussion, Malloy invited Saccamano and his wife to dinner at her house. When they arrived for dinner, the couple noticed a "strange smell" coming from the oven.

"That's just some flour and salt I'm cooking," said Malloy, when asked.

She served Saccamano and his wife a delicious dinner. When it was done, Malloy said, "I want to show you something."

She went into the kitchen, pulled a pan out of the oven, and showed it to the couple.

"It was baked dough formed into logos – ovals – painted blue with white letters that said 'CAPT,'" Saccamano recalled. "She had simply made them out of flour and salt."

Malloy said she thought CAPT organizers could sell the logos for

a modest amount and earn money for their campaign that way. She wanted to show Saccamano her idea and, if he liked it, they could make smaller dough versions with safety pins on the back for Techs to wear.

"After our dinner, we baked and painted logos until one or two in the morning," he said. "We put out a flier asking anyone who wanted to help form our union to simply make a donation and receive a dough logo pin. People came by and dug in their wallets: \$5; \$10; anything they could."

'TECHS USING THEIR INGENUITY'

The funds raised from pin sales were responsible for bringing the founders' vision of the California Association of Psychiatric Technicians to fruition. Our logo continues unchanged to this day – just as it looked the evening it came out of Malloy's oven – as a tribute to their grassroots efforts.

"It was strictly Techs using their ingenuity," said Saccamano.

Job Stewards

Do you know yours?

What is a Steward?

A CAPT union steward is a CAPT union official who represents and defends the interests of his or her fellow employees, non-management employees commonly referred to as the “rank-and-file.” Job stewards serve voluntarily at the front line of CAPT’s representation program and play an essential role in providing effective representation to BU 18 employees at the chapter level. Stewards are the link that connects BU 18 employees and their job-related issue to union leadership.

When you require representation, it’s important that you know whom to turn to. Stewards help coworkers resolve all kinds of job-related problems and concerns. They attempt to work things out informally if possible, but also can help file grievances over contract violations and formal complaints about other issues. Job stewards also provide representation in parts of the adverse action process.

Duties of a Steward

Duties of a steward include informing their fellow coworkers of their rights under our collective bargaining agreement, otherwise known as our Memorandum of Understanding (MOU); monitoring and enforcing the provisions of our contract; and ensuring employer compliance with federal and state laws. Additionally, CAPT stewards defend their coworkers in investigatory interviews that may result in disciplinary action—all in accordance with the employees’ Weingarten Rights.

Steward Representation

CAPT’s MOU under Article 12 outlines CAPT representation and provides that union stewards may represent CAPT members in all the following cases: The administration of our contract; Employee discipline cases; Informal settlement conferences or formal hearing conducted by the Public Employees Relations Board; Matters scheduled for hearing by the California Victim Compensation and Government Claims Board; Matters pending before the State Personnel Board; and AWOLs and appeals to set aside resignations.

The contract also stipulates that Job Stewards shall be recognized by the State and be allowed reasonable time off for representing BU 18 employees during working hours without loss of compensation.

A current list of the job stewards for each chapter is provided on the next page. Each steward has received training by qualified CAPT representatives and activists, and have been approved both by their chapter president and state president.

ATASCADERO

Cary Burns
 Craig Ewert
 Paul Hannula (President)
 Tessa Hannula (Secretary)
 Richard Marshall (Treas/Chf Stw)
 Steven Wright (V. President)

COALINGA

Jessica Briggs
 Randal Canfield
 Andrea Castillo
 Karina Contreras
 Shawn Foster
 Jaime J. Garcia (President)
 Jessica Guzman
 Sachreet Hans
 Yvette Hernandez
 Araceli Juarez
 Andrea Leon
 Guadalupe Macias
 Clinton Martin
 Denise Martin
 Cinthia Martinez
 Cynthia Munoz
 Natividad Munoz
 Estella Nolasco
 Kester Oudney (V. Pres)
 Joaquin Pacheco (Chf Steward)
 Renee Ramos
 Michael Rivera (Sec/Treas)
 Gary Steinmann
 Jason Thomas
 Justin Underwood
 Rudy Widodo
 Kia Yang

CANYON SPRINGS

Jacqueline Asencio
 Donald Cofer (President)
 Royce Edgington
 Daniel Kennedy
 Tiffany Moore
 Jose Mora
 Luisa Smiley (Vice President)

NORTHERN CORRECTIONS

Danielle Abbott-SQSP
 Jennifer Afdahl-PBSP (Chf Stew)
 Elizabeth Amadu-CSP-Sac
 Jennifer Are-SATF
 Lisa Brady-SCC
 Pamela Brame-SQSP
 Shaniece Camarillo-CMF PIP
 Rita Cantu-VSP
 Akua Casborn-CMF
 Anna Dias-CSP-Sac (Secretary)
 Melanie Escoto-CCWF
 Eberé Ezeka-SVSP
 Brittiany Fitzgerald-MCSP
 Michelle Fonseca-Ramirez-SVSP (V Pres)

Amanda Gibbs-PBSP
 Angelique Helmrich-CMF
 Debi Huntsman-MCSP
 Tricia Hutch-VSP
 Arun Iyer-CMF PIP
 Lucas Kerr-CSP-Sac
 Tia Logan-CMF
 Edgar Lopez-CSP-Sac
 Kendra Medina-CCWF
 Ruben Mendez-CSP-Sac
 Alicia Nix-SVSP
 Stephany Ochoa-VSP-(Chf Stew)
 Blake O'Connell-CSP-Sac
 Aaliyah Ozturk-CMF-PIP
 Dora Pena-HDSP
 Sara Pendergrass-SATF
 Paulyne Reddic-SQSP
 David Roukie-CSP-Sac
 Nicholas San Juan-SQSP
 Kathy Scroggins-CMF
 Kathy A. Smith-CMF
 Kimberly Souza-CSP-Sac (President)
 Clover Staggs-Boatright-CSP-Sac
 Lynn St. Laurent-SQSP
 Dwayne Strayhorn-CMF
 Angela Thompson-CSP-Sac
 Anthony Torres-CCWF
 Marina Torres-DVI
 Thuy Tran-FSP
 Olga Valles-CMF
 Patricia Lopez-Vaught-PBSP
 Joy Vidana (Woolard)-VSP
 Viorel Vintila-VSP
 Betty Ware-CSP-Sac
 Jerry Whitecotton-CSP-Sac (Treasurer)
 Lori Wilke-SATF (Chf Stew)
 Melissa Windham-DVI
 Taylor Young-SATF
 Pedro Zamora-CMF (Chf Stew)

DEPT. OF JUVENILE JUSTICE

Dianne Allen-NCYC

SOUTHERN CORRECTIONS

Adetomiloye Adepoju-CSP-Los Angeles
 Elizabeth Archan-N. Kern
 Vanessa Arellano-CSP-Los Angeles
 Sylvia Avila-CIW
 Dena Bellamy-Centinela
 Phillip Black-CIW
 Tyeisa Brisco-RJD
 Jennifer Buford-CSP-Corcoran
 Tammie Casper-KVSP
 Alicia Castaneda-KVSP
 Amanda Cortese-CMC
 Lucinda Crawford Jr-CSP-Los Angeles
 Valerie Deleon-RJD
 Linda (Ruth) Ellett-CCI
 Rose Gachoya-RJD
 Amber Harper-CMC
 Marilyn Hayes-CIM (President)

Tanisha Inyard-CIW
 Sarah Jardine-CMC
 Charles Jones-CIM
 Mark Jones-CSP-LAC
 Latanya Lair-CIW
 Carrie Lewis-CSP-Corcoran (Secretary)
 Jeff Lewis-CIW
 Walter Lewis-CSP-Corcoran (V. President)
 Cassandra Loera-KVSP
 Jodi Maglasang-CIW (Treasurer)
 Shantel Malray-RJD
 Patricia McNeil-CIW
 Lawanna Morris-PVSP
 Roland Milan-RJD
 Dannie Nainggolan-CIW
 Deborah Oxley-CSP-Corcoran
 Jeannie Ream-N. Kern
 Perla Rivera-KVSP
 Lorena Rodriguez-CSP-Corcoran
 Michelle Salas-CIW
 Elva Salinas-CSP-Wasco
 Barbara Santos-PVSP
 Nicole Selliers-CSP-Corcoran
 Andrea Sinclair-CIM
 Tina Sunderland-KVSP
 Melanie Taylor-CMC
 Rebecca Tempeste-CMC
 Shella Thorson-Calipatria
 Brian Tweedy-CCI (Chf Stew)
 Ynez (Tony) Valenzuela-CSP-Los Angeles
 Stephanie Velasquez-CSP-Corcoran
 Demeytric Weathersby-CIM
 Andrea Welker-CMC
 Maia Williams-CIM
 Janet Wilson-CSP-Corcoran

FAIRVIEW

Kenny Loza (Secretary/Chief Steward)
 Shante Randall (V. President/Treasurer)
 Mayra Roos
 Randy Tyer (President)

METROPOLITAN

Wilson Agu
 Gena Carabajal
 Sharay Carter
 Daniel Coumparoules (Sec/Treas)
 Michelle Felder
 Carlos Garcia (President)
 Jesus (Andres) Guerrero
 George Hernandez
 Ed Lair
 Jason Martin
 Miguel Portillo
 Fermin Rodriguez (Chf Stew)
 Ruben Soto (V. Pres)
 Donna Tippens-Mendoza
 Diane Wells

Cont. next page

Steward Spotlight



Fermin Rodriguez
Psychiatric Technician
Metro Chapter

HOW LONG HAVE YOU BEEN A STATE EMPLOYEE?
I've been a state employee for over 19 years.

HOW LONG HAVE YOU BEEN A CAPT STEWARD?
I've been a CAPT steward for two and a half years.

WHAT MOTIVATED YOU TO BECOME A STEWARD?
I was motivated to become a Steward after observing our members' rights being violated. As the old saying goes, "knowledge is power," and knowing what's in the CAPT contract is essential to our day-to-day work experience.

WHAT ARE SOME STEWARD ACTIVITIES YOU ENJOY DOING?
Some of the activities I enjoy as a steward are our monthly meetings, going unit-to-unit sharing information and updates to the contract and giving gratitude to our member during our annual Christmas party.

WHAT DO YOU SAY TO YOUR COWORKERS TO ENCOURAGE THEM TO GET INVOLVED IN THE UNION?
I tell them that being involved in the union will create a stable and productive workforce where we have a voice.

WHAT WOULD PEOPLE BE SURPRISED TO KNOW ABOUT YOU?
People will be surprised to know that I possessed a real estate license. I am considered to be a good handyman, and I've been a licensed vocational nurse for over 25 years.

NAPA

Andrew Abello
Patricia Bliton
Samona Booker
Richard Byrd III
Michael Cruz
Reggie Cruz
Christopher Cullen (President)
Khristina Delgado (V. Pres/Treas)
Kathy Gonzalez-Knox
Reginald Hodges
John Kowall
O'Bryan Lewis
Da'Shauna McIntosh
Jenifer McLellan
Preme (Gideon) Monta, Jr (Chf Stew)
Gilbert Oaks
Florence Palaganas
Mark Serrano
Cheryl Sturdivant-Brown
Eva Tejam (Secretary)
Cristina Vang

PATTON

Mignon Anderson
John Andrade
Carl Baldwin
Reggie Blocker
Michelle Brown
Nicole Buckner
Jeremy Denila
Dante Dullas
Sylvia Hernandez (President)
Beatriz Herrera
Marcin Jakubowski
Rodale (Roy) Magsino
Lessie Moore (V. Pres)
Mary Ann Padilla (Treasurer)
Gad Panford (Chf Stew)
Michael Peto
Gabriel Rahn
Nadia Rahn
Teresa Rennick (Secretary)
Jennifer Reyes
Marcelina Rodriguez
Marisa Rodriguez
Nate Rushing
Jennifer Sagarminaga
Brenda Schell
Nicky Sonteya
Erica Tillman
Marcel Tillman
Melody Viramontes
Frank Webb
Arnold Wood
Monique Young

PORTERVILLE

Leanne Buenrostro (V. President)
Ruben Chapman (Chief Steward)
David Driver

Rita Earley
Norma Garcia
Terry Martin (Sec/Treas)
Andrea Palomo
Katherine Ramirez (President)
Brian Rogers
Mike Simental

STOCKTON

CHCF-PIP

Sandra Bird
Jason Brownstein
Hirut Cohane
Brandon Gil
Jonathan Gobert
William (Bill) Golsch
Emmanuel Inyama (V. Pres)
Toni King (Treasurer)

Dana Kymila (Chief Steward)
Sahr McCarthy
Sharon Nine
Angelica Ortiz
Samuel Ortiz (President)
Antonio Palomares
Annie Pumphrey
Brenda Street (Secretary)
Ashley Taylor

CDCR/CCHCS

Rhea Canlas
Leacha Clark
Eldred Davenport (Chief Steward)
Chigozie Nnamani
Denise Sanders

CAPT reps educate law makers about the Psych Tech profession



CAPT representatives, including State President Eric Soto, Vice President Paul Hannula, Secretary-Treasurer Jaime Garcia, and Metro Chapter President Chuck Garcia, along with CAPT Lobbyist Coby Pizzotti, met with key legislative figures at this year's Pro Temp

Cup in Carlsbad, held April 5-7 and the Speakers Cup, held at Pebble Beach May 3-5. These annual legislative events give CAPT access to key legislative leaders who have a say on legislation affecting our profession. CAPT representatives use their time wisely, which means building visibility, recognition, and awareness of our profession and issues. CAPT met with Sen. Jerry Hill who chairs the Labor Public Employees Retirement System and Social Security, which has jurisdiction for all our labor-related issues like overtime and mandatory overtime. CAPT also met with Sen. Bob Hertzberg who sits on the Governance and Finance Committee and the Joint Legislative Audit Committee, Sen. Dr. Richard Pan, the chair of the Health Committee and the Budget Sub Committee on Health, and Sen. Nancy Skinner, the chair of the Public Safety Committee, which oversees all the safety issues at DSH, DDS and CDCR, and the Budget Sub Committee on Public Safety, which oversees budgetary matters for our state prisons. CAPT also spent time with senators and assembly members whose districts encompass the facilities in which we work.



CAPT reps with Assembly Member David Chiu (left)



State President Eric Soto with Sen. Jerry Hill (left)



CAPT reps with Assembly Member Rob Bonta (center back)



CAPT reps with Sen. Nancy Skinner (front right)



CAPT Consultant Coby Pizzotti with Assembly Speaker Anthony Rendon (right)



State President Eric Soto and wife, Carolina, with Sen. Robert Hertzberg (right)



LEGISLATIVE Update

Assembly passes ban on MOT, bill heads to Senate

CAPT-sponsored AB 529, introduced by Assembly Members Ramos and Cervantes, was passed 67-7 by the Assembly on May 24. Fifty-nine Democrats and eight Republicans voted in favor of the bill. The seven 'no' votes were cast by Republicans. The bill now heads to the Senate where it will undergo further analysis. If passed by the Senate, the bill could reach the governor's desk no later than September 13, the last day for each house to pass bills.

AB 529 would prohibit the state from mandating Psychiatric Technicians (PT) and Psychiatric Technician Assistants (PTAs) from working overtime. Currently, nurses, LVNs, PTs and certified nursing assistants (CNAs) in private sector employment cannot be mandated to work overtime; unfortunately, the state government is exempt from this 2001 regulation.

CAPT argued that mandatory overtime practices could lead to increased stress on the job, less patient comfort, and mental and physical fatigue that can contribute to errors and "near-misses" with medications and case-related procedures. The practice also ignores the responsibilities nursing professionals have at home with children, other family members, or with other obligations. Furthermore, being forced into excessive overtime can cause exhausted nursing professionals to practice unsafe patient care, jeopardizing their licensure status.

State President Eric Soto and CAPT Lobbyist Coby Pizzotti testified supporting the bill's merits April 3 before the Assembly Public Employment and Retirement Committee where the bill was approved 5-0.

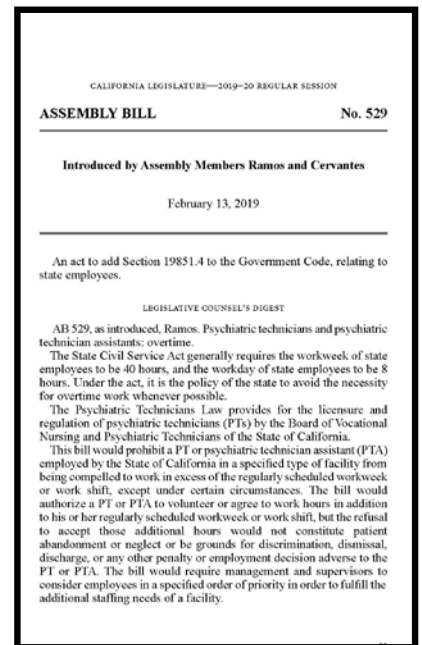
"Mandatory Overtime is not safe," Soto testified before the committee after sharing his personal experiences. "Staff is expected to be alert at all

times. When the slightest lapse in observation can lead to a tragic consequence, mandatory overtime means unsafe working conditions."

Pizzotti demonstrated the need for the State Legislature to ban the practice of MOT. He explained to the committee that the departments ignore the MOT limits set by our contract. Without any real enforcement, the practice continues, risking the lives and safety of patients and staff alike.

"Our members have been forced to work involuntary overtime up to eight times a month, back-to-back days, three or more times a week, and have been called in on their day off," said Pizzotti to the committee. "We have filed several grievances and won; however, the state simply apologizes for the past action and continues the practice."

CAPT introduced a bill banning MOT in 2015. The bill passed the Legislature, but CAPT held it at the Senate Desk after the governor vetoed a similar proposal for RNs, LVNs, and CNAs. Fortunately, Governor Newsom, in his January Budget, has funded 335 new permanent full-time and 254 permanent-intermittent PT positions for the Department of State Hospitals, the department with the largest usage of mandatory overtime. This budget augmentation will virtually eliminate all of the mandatory overtime in that department. Additionally, the 2016 Little Hoover Commission issued a report with recommendations to cut overtime usage to half of the 2014 levels by 2017-2018 FY, and eliminate the practice of mandatory overtime altogether.



MAY REVISE

Governor's Budget announced a plan to reorganize the Division of Juvenile Justice

A department reorganization affecting Psych Techs working in our youth prisons was proposed in the May Revise of the Governor's 2019-20 Budget. The proposal moves the Division of Juvenile Justice (DJJ) from the California Department of Corrections and Rehabilitation (CDCR) to a new department under the California Health and Human Services Agency (CHHS). The new department is proposed to be called the Department of Youth and Community Restoration. CAPT testified in support of the budget proposal. If enacted, the realignment could pave a pathway to greater mental health resources and utilization of Psych Techs in the juvenile justice system.

The Administration states that the proposal better aligns California's approach with its rehabilitative mission and core values – providing trauma-informed and developmentally appropriate services in order to support a youth's return to their community, preventing them from entering the adult system, and further enhance public safety. By moving the Division of Juvenile Justice from the adult corrections system into a new department under the state's Health and Human Services Agency, California will be better positioned to achieve this mission.

Over the past several decades, research on effective methods to improve juvenile justice outcomes has expanded, providing a framework

for reform, enhancements, and refinement of current systems, highlighting the important need to distinguish between adult corrections and juvenile strategies. This new framework recognizes that (1) the brains of adolescents are fundamentally different from adults and these differences remain up to age 25, (2) youth involved in the juvenile justice system have typically experienced multiple traumatic events in early childhood, and (3) youth in the juvenile justice system rely on adults who can provide critical resources and support as they internalize information and learn from their experiences.

The May Revision also includes \$1.2 million ongoing General Fund for key staff to plan for the transition and launch of a new independent training institute that will train all staff on best practices so they can further the new Department of Youth and Community Restoration's rehabilitative mission.

In addition, the May Revision includes \$1.4 million ongoing General Fund to create a partnership between DJJ and the California Conservation Corps to develop and implement an apprenticeship program. This program will provide skill building and job training opportunities to participating members and support them in accessing career pathways upon returning to their communities.



Studies

Research



For Those With Developmental Disabilities, Dental Needs Are Great, Good Care Elusive

By David Tuller
California Healthline
May 2, 2019

When Ava Terranove began feeling oral pain last July, her parents took her to her regular dentist. The dentist determined that Ava, who has an autism-like condition, needed two root canal procedures to treat infected teeth.

Because of her developmental disability, Ava, now 15, requires general anesthesia for non-routine dental work. The dentist, like most of his peers, was not equipped to provide it.

The girl's parents, schoolteachers who live in Huntington Beach, Calif., called other dental offices in the region. They were turned down dozens of times before finally finding a dentist prepared to work with an anesthesiologist to treat their daughter.

But there was a hitch: Insurance would not cover general anesthesia for root canals. So Ava's parents decided to pay the \$2,400 from their savings to ensure their daughter received prompt care.

"What about kids who don't have parents who are professionals or who have no one to advocate for them?" wondered Donny Terranove, Ava's father.

People with autism, cerebral palsy and other developmental disorders face enormous barriers to adequate and timely dental care — on top of their other challenges. Many dentists either avoid treating these patients or lack the skills needed to do so. Some patients with developmental disabilities are unable to endure even regular dental exams or cleanings without general anesthesia.

Ava Terranove (left) needed two root canals, so her parents took \$2,400 out of their savings to pay for the general anesthesia for the

procedure. Ava has a developmental disability that requires her to have general anesthesia for advanced dental work.

But most dentists don't offer it and getting insurance to cover it for routine dental work is often a struggle.

Because it is difficult for them to get treatment, people with developmental disorders suffer "a high burden of dental disease," according to a 2012 study of over 4,700 patients published in the *Journal of the American Dental Association*. One-third of the patients studied suffered from untreated cavities, and 80% from serious gum infections.

"Many individuals with developmental disabilities cannot personally maintain their own dental hygiene," according to a September study by the California Legislative Analyst's Office (LAO). "Often they need extra appointments or special accommodations that dentists are unable or unwilling to provide."

In many cases, patients need these extra appointments to help them get accustomed to the environment of a dental office, including the equipment, procedures and personnel. This can help minimize their anxiety and reduce the need for deep sedation or general anesthesia.

But sometimes there is no alternative to anesthesia.

Mike Loughran, 54, of Tacoma, Wash., has a 14-year-old son with Down syndrome and autism. After years of failed attempts to complete a basic checkup, Loughran and a willing dentist concluded that the child should have general anesthesia for any and all dental work. That led to hefty charges.

For one routine, 45-minute exam that uncovered no problems, the anesthesia bill was \$1,155. Loughran's insurer, Tricare, adjusted it down to \$912 — a sum he described as "very reasonable." But the hospital charged nearly \$21,000 for the operating suite. Tricare agreed to coverage and negotiated the price down to about \$15,000. That left Loughran with a \$2,500 out-of-pocket copayment. He later got the state's Medicaid program to cover most of that amount as his son's secondary insurer.

Still, Loughran was taken aback by the astronomical amount charged for his son's care. "The whole idea of it costing that much to get a dental exam, and you're supposed to do that a couple of times a year — it was just stunning when I got the bill," he said. "I don't think I would take him to the operating room anymore."

Without access to regular cleanings and other preventive care, "you get to the point that you need anesthesia because you've had a little problem that's gotten big," said Eileen Crumm, executive director of Family Resource Navigators, an advocacy group in Alameda County.

To accommodate the many patients who do need general anesthesia, some hospitals and regional centers for the disabled allocate a limited amount of surgical time for dental care. But because of the strong demand for these services, it can take many months or even more than a year to reserve an available operating slot, patient advocates say.

Like the Terranoves, Mariana Murillo had trouble finding appropriate care a few years ago for son Oscar, 20, who has cerebral palsy and cannot communicate verbally. Oscar, a teenager at the time, was in pain from impacted wisdom teeth, and his regular dentist said an oral surgeon would have to extract them. But Murillo, who lives in Lompoc, Calif., had difficulty finding one who would accept Denti-Cal, the state's Medicaid-funded dental coverage for low-income people.

Murillo ended up paying \$1,600 out-of-pocket to an oral surgeon. The surgeon agreed to extract Oscar's four wisdom teeth while the boy was already under general anesthesia for the removal of a benign growth on his tongue — a procedure covered by Oscar's medical insurance.

"Our financial situation is not great, but it was not too bad," said Murillo. "Knowing Oscar was going to be free of that pain, we decided to do it."

In some states, officials and private-sector organizations are trying to address this large unmet need among patients who may suffer in silence, unable to articulate their distress.

New Mexico, for example, has a specific Medicaid billing code that entitles dentists who have completed a special training program to an extra fee of \$90 each time they treat a patient with developmental disabilities. And New York University's College of Dentistry recently opened a center strictly for the care of people with disabilities.

In California, most patients with developmental disabilities are eligible for care under Denti-Cal, but only a fifth of dentists in the state accept it. And only a fifth of developmentally disabled patients with Denti-Cal received even one dental service in 2014, 2015 or 2016, according to the LAO report.

Last year, the state allocated \$210 million in tobacco tax funds to increase payments to Denti-Cal providers for the 2018-19 fiscal year — up \$70 million from the amount of tobacco tax money it had earmarked for that purpose the previous year. Federal matching dollars bring the total amount of new money for the program to as much as \$600 million. The most recent boost will help pay for the additional time needed to treat patients with special needs, as well as for anesthesia.

A particularly difficult challenge for patients with developmental disabilities is the transition from pediatric to general dentists as they age, said Dr. Joseph Castellano, president of the American Academy of Pediatric Dentistry, who practices in Laredo, Texas. That's because pediatric specialists generally receive some training in working with that population, whereas general dentists tend to have little or no such experience.



"A lot of times [patients] will just stay in the [pediatric] practice," Castellano said. "We know the patients and are comfortable with them, and they and the families are comfortable with us."

Dr. Wade Banner, a Southern California dentist, took the matter into his own hands in 2014, when he launched a mobile dental program and began making house calls to patients with developmental disabilities. Banner, who has a nephew with autism, said he wanted patients to receive basic care in an environment where they felt most comfortable and were less likely to require major sedation.

Noting the paucity of providers for patients who need general anesthesia, Banner said, "one of my main goals in starting house-call dentistry was to prevent them from having to be put to sleep, if at all possible."

METRO CHAPTER HOLDS MEMBER APPRECIATION BBQ

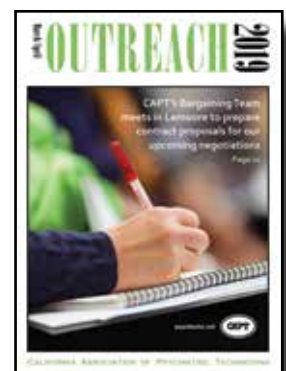
The Metro Chapter honored its members with its annual barbeque held at the Wellness Center on Saturday, May 11. Members enjoyed tacos, refreshments, music, and, above all, the comradery of their fellow coworkers.



Not receiving your Outreach?

The *Outreach* magazine is CAPT's flagship publication. It is distributed six times per year to Bargaining Unit 18 members and Psychiatric Technicians throughout California, as well as to state legislators, members of the media and client advocates and families.

If you are retired or for other reasons find that you are no longer receiving the *Outreach*, no problem; just contact us, and we'll add you to our mailing list for free! To ensure we have your current address, call us at **916-329-9140** or toll-free at **800-677-2278**.





Catastrophic Leave

*Helping one another through
Catastrophic Leave Donations*

**BARGAINING UNIT 18 MEMBER(S)
CURRENTLY IN NEED OF
C.L. DONATIONS:**

**Jeremy Cantrell, PTA-PDC
Liza West, PTA-PDC**

CAPT got the concept of Catastrophic Leave off the ground two decades ago; the program's been in our state Bargaining Unit 18 contract since 1989.

Article 6.9 of the CAPT contract gives state-employed Psych Techs and related professionals the right to request leave donations from coworkers in cases of financial hardship due to injury or the prolonged illness of the state Bargaining Unit 18 member or his or her family member, or for parental or adoption leave purposes.

You can help state-employed coworkers by donating vacation, annual leave, personal leave, CTO and holiday credits. Simply contact your personnel office to fill out a Catastrophic Leave donation form. And don't forget: You can donate to state employees who work in different departments or facilities.

If you need help and have received department approval to get leave donations, contact CAPT to be included in our publications. You also may qualify for reduced union dues while you recuperate. Contact your chapter president to find out more.

Those requesting donations on our online and magazine lists will automatically be removed by the next *Outreach* publication date unless CAPT is informed of ongoing needs. If you still need to remain on our lists -- no problem! Just call Christine Caro at **(800) 677-2278**.



CalPERS Announces Candidates for Fall 2019 Board Election

*Retired Members May Vote
Beginning August 30*

From CalPERS
May 16, 2019

CalPERS is conducting one election this fall for the retired member representative seat on the CalPERS Board of Administration.

The 13-member CalPERS Board of Administration sets policy for retirement and health benefits on behalf of California public employers, and their active and retired employees. The board also oversees asset allocation of the pension fund's investments. Under the California Constitution, the CalPERS Board has exclusive authority to administer the CalPERS Pension Fund.

Ballots will be mailed August 30 and votes must be received by September 30. Only retired CalPERS members (excluding survivors and beneficiaries) will be able to vote online, by phone, or by mail.

The candidates for the retired member position are:

Joseph (JJ) Jelincic
Henry Jones (incumbent)

A public random drawing will determine the order of the names on the ballot. The drawing will be held on June 4 at 9:00 a.m. at CalPERS Headquarters, Lincoln Plaza North, 400 Q Street, Room 1160, Sacramento, CA.

Information on the upcoming board election and resources for members and candidates are available on our Board Elections page.



California Association of Psychiatric Technicians
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Sacramento, CA 95811-7138

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