

CAPSule

E-Mail CAPS at: caps@capsscientists.org

Website: www.capsscientists.org

August 2012, Issue #12-08



NO ON 32; YES ON 30; NO ON 31

Eleven ballot measures crowd the November 6 General Election ballot. Three of them really stand out for their potential impact on the employment and professional interests of state scientists.

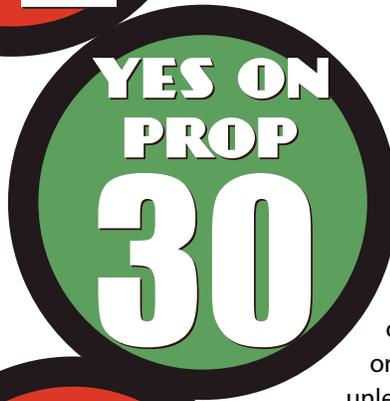
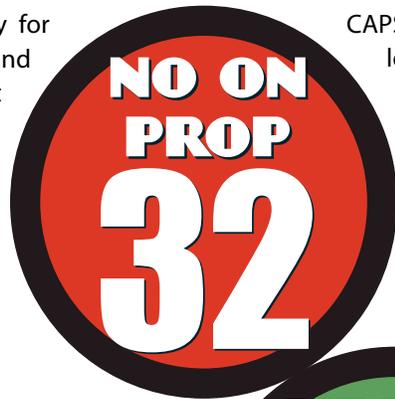
Proposition 32 would outlaw raising money for political contributions via payroll deduction, and prohibit contributions to candidates that result from those deductions. **CAPS opposes Proposition 32** because its passage will greatly restrict the voice of unions, which consistently support working Californians, environmental protection, education, public safety and sensible governmental regulation.

This is the third time conservative interests have targeted payroll deduction as the principal method by which unions raise money in support of candidates and causes. In making the initiative apply equally to unions and corporations, initiative backers claim that it is evenhanded and fair. To the contrary, corporations and wealthy individuals simply write checks directly in support of their political causes from their profits. It is only the unions that rely so heavily on payroll deduction in making a crucial difference in the political process. CAPS isn't a big player in these circles, but it does support a level playing field.

Proposition 30 is Governor Brown's temporary tax measure that for seven years will increase personal income tax on annual earnings over \$250,000. It will also increase sales and use tax by ¼ cent for four years, with the proceeds promised to fund education and public safety. Funding for public safety would support the recent realignment from state to local governments. **CAPS SUPPORTS Proposition 30.**

CAPS supports Proposition 30 because it is the only way left to take pressure off the state budget without requiring more deep cuts to virtually every area of state spending, including state programs and state scientist compensation. Because the revenue increases are temporary, there is an incentive for people to vote in favor without the concern over permanent growth in state government.

Proposition 31 establishes a two-year state budget cycle. Among other things, it permits the Governor to cut the budget unilaterally during declared fiscal emergencies if the legislature fails to act. It requires performance review of all state programs, and performance goals in state and local budgets. It gives counties power to alter state statutes or regulations related to spending unless the legislature or affected state agency vetoes the changes within 60 days. **CAPS OPPOSES Proposition 31** because a likely target for cuts under this measure will be state scientist compensation and state environmental and public health protections.



California State Scientists ... Knowledge, Innovation, Protection

455 Capitol Mall, Suite 500, Sacramento, CA 95814 • (916) 441-2629

130 North Brand Boulevard, Suite 301, Glendale, CA 91203 • (818) 246-0629

1 Sutter Street, Suite 800, San Francisco, CA 94104 • (415) 861-6343

CAPS Announcement • (916) 444-2111 CAPS Insurance • (415) 958-1344



Salary Equity Remains Top Priority



In spite of the state budget deficit, CAPS fought hard this year to see salary equity implemented for state scientist supervisors in the budget process. In fact, CAPS was able to finally convince legislative leaders in both houses to include funding for the Like Pay Like Work (LPLW) decision in the budget that went to Governor Brown on June 15. Both houses of the legislature approved it in budget hearings along party line votes, knowing full well that implementing it would cost roughly \$10 million. Here is the actual language from AB 1464:

“8. Of the amount appropriated in this item, funding is hereby provided for purposes of implementing the salary adjustments for employees in 14 supervisory scientist classifications recommended by the Department of Personnel Administration in its decision dated April 28, 2008, pursuant to Section 19826 of the Government Code.”

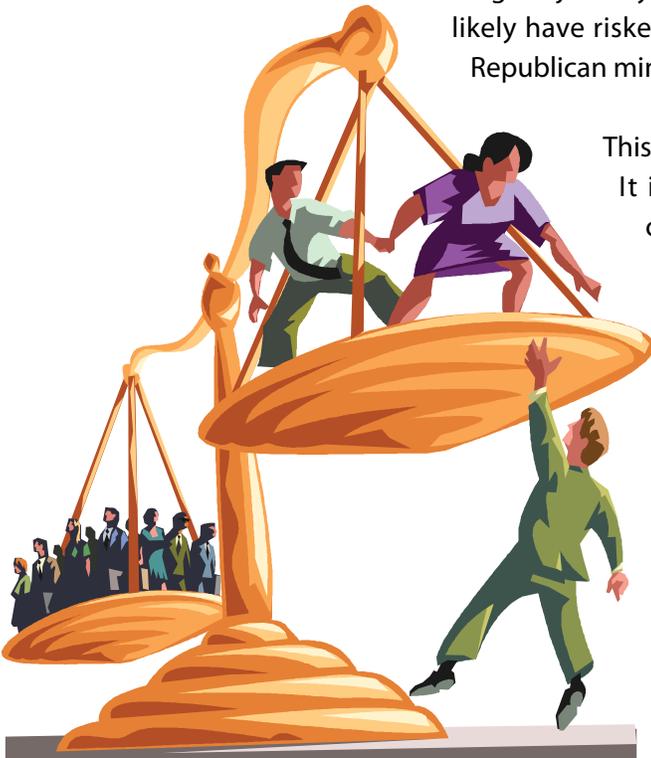
After Governor Brown received the original budget bill, AB 1464, on June 15, his Department of Finance urged him to delete the CAPS’ LPLW item in order to keep with his public commitment to make cuts and provide no increases whatsoever. CAPS argued strongly to keep it in.

In the end, the LPLW item was a casualty of the continuing budget deficit, and the desire by Governor Brown to have the correct “optics” as the November 6 General Election approaches.

This language was ultimately stricken from the budget not by the Governor’s blue pencil, but instead via AB 1497, a budget trailer bill that went to the Governor in late June. When the dust settled, legislative leaders agreed to strike the language at the insistence of the Department of Finance as part of an overall budget agreement. CAPS fought to keep it intact.

During the journey CAPS was compelled to keep it quiet. To draw attention would likely have risked early defeat resulting from scrutiny by the media and the Republican minority. CAPS will be back at it during the next budget cycle.

This language, if it had passed, would have had limited application. It initially would have been applied to the 14 supervisory classifications expressly covered by the CAPS LPLW decision and subsequent litigation. CAPS’ ultimate goal is of course to see it apply to ALL state scientists, but the initial application would conform to the administrative and judicial rulings on the subject. See details on the CAPS web page: <http://www.capsscientists.org/Lawsuits/LPLW.htm> Although we did not succeed this year, we hope to finish the job in the next budget cycle. None of this would have been possible without the support of CAPS’ loyal members!



Retirement Matters!

BY DAVID MILLER, PRESIDENT



Young people are notorious for not planning for retirement. It's a common fault. After all, how many of us in our 20s were far-sighted enough to envision retirement and to actually set enough money aside for it? The numbers speak for themselves, and

those numbers say that most people didn't start saving early enough to ensure minimum prosperity when their working days are numbered.

This is why a sustainable, affordable retirement based on a defined benefit formula makes sense for every working American--young and old, public and private sector. And that's what CalPERS provides to state employees and all of the members it serves. In spite of the criticism leveled at CalPERS in recent years, it provides what every working man and woman deserves: a livable retirement income after years of hard work. A defined benefit retirement may not provide opulence during the Golden Years, but it certainly beats the 401(k)-style program that has failed so miserably in the private sector.

I understand why so many people are resentful over the retirement security that California public employees are guaranteed after a long career of public service. Retirement envy is rampant. After all, many have lost much of the value of their retirement savings as a result of market fluctuations. Meanwhile, the media has blamed all public employees for the retirement abuses of so few.

There is no issue more important than retirement security for the many state scientists nearing retirement. Your CAPS leaders -- state scientists just like you -- put our limited resources where they count the most, and educating our members and the public on the importance of sustainable public retirement systems is near the top of the list.

Some have said our efforts don't make a difference. To them I would point out that there won't be a November ballot measure on retirement as we once feared. Governor Brown's 12-Point Plan has been limited to just those items he can convince state lawmakers to approve before month's end. In fact, months ago we helped keep a measure off the ballot sponsored by self-styled taxpayer advocates. Its passage would have gutted public retirements in California.

The next few weeks in the state legislature are critical. CAPS remains a very active member of Californians for Retirement Security, a coalition of primarily labor groups dedicated to preserving a sustainable retirement based on a defined benefit formula. It won't be over until the final gavel falls on the session on August 31.

I have jostled verbally with "reform" gadfly Marcia Fritz in a televised debate. Our members have appeared at news conferences and in demonstrations to underscore that California retirees live on modest incomes. We may not be the largest group, but our profession and image projects a shadow much longer than groups many times our size. I'm proud of that.

CAPS leaders, now long retired, imbued in me the idea that it was my responsibility to represent the broader interests of all state scientists and to leave a legacy. That legacy is for CAPS to lead in protecting the retirement benefits we have all worked so hard for. It is to educate our younger members that retirement issues really matter, that planning

should start early, and that reasonable benefits are sustainable and essential for career public servants.

The last several years have been challenging to say the least. We have been forced to make painful concessions. I yearn for the days when respect returns to the workplace, when adequate support for scientific programs is the norm not the exception, and when salary equity is finally realized. Along the way, with your help I will work to ensure that CAPS keep our focus where it belongs—salary, benefits, and working conditions.

*"... the media
has blamed
all public
employees for
the retirement
abuses of so
few."*

In This Issue

- ◉ *November 6
Ballot Measures*
- ◉ *Salary Equity
Remains Top
Priority*
- ◉ *Retirement
Matters, by
David Miller,
President*

EnCAPSulations



CAPS Activist Appointed. Yvonne Addassi of Sacramento on July 27 was appointed by Governor Brown to serve as Deputy Administrator for the Office of Oil Spills Prevention and Response at the California Department of Fish and Game. This follows Addassi's service at OSPR in several scientific positions since 1991, including Staff Environmental Scientist and Environmental Scientist. Prior to her work at OSPR, Addassi was the Proposition 105 coordinator at DTSC. Addassi has devoted countless hours in support of CAPS, especially its programs devoted to science education and children, including State Scientist Day, Outstanding Young Scientist and the Sacramento Regional Science & Engineering Fair. Most recently, Addassi served as a chaperone for the Sacramento delegation that attended the Intel International Science Fair in Pittsburgh, PA. The position does not require Senate confirmation. Congratulations, Yvonne!



Support the Science Fair via the United Way – Code 17037. Speaking of science, the state's United Way Campaign kicks off this fall. All state employees will have the opportunity to contribute to worthwhile causes. One of them is the Sacramento Regional Science & Engineering Fair. Please consider a donation. This competition challenges middle and high school students' critical thinking and increases interest in science and scientific related fields. The 2013 Fair will be held March 23 at Rosemont High School in Sacramento.

APStyle (ISSN 10446230) is published monthly by the California Association of Professional Scientists, 455 Capitol Mall, Suite 500, Sacramento, CA 95814. Periodicals Postage Paid at Sacramento, CA. POSTMASTER: Send address changes to: 455 Capitol Mall, Suite 500, Sacramento, CA 95814-2483.

PRESORTED
FIRST-CLASS MAIL
U.S. Postage
PAID
Permit No. 420
Sacramento, CA

CALIFORNIA ASSOCIATION OF
PROFESSIONAL SCIENTISTS
455 Capitol Mall, Suite 500
Sacramento, CA 95814

