

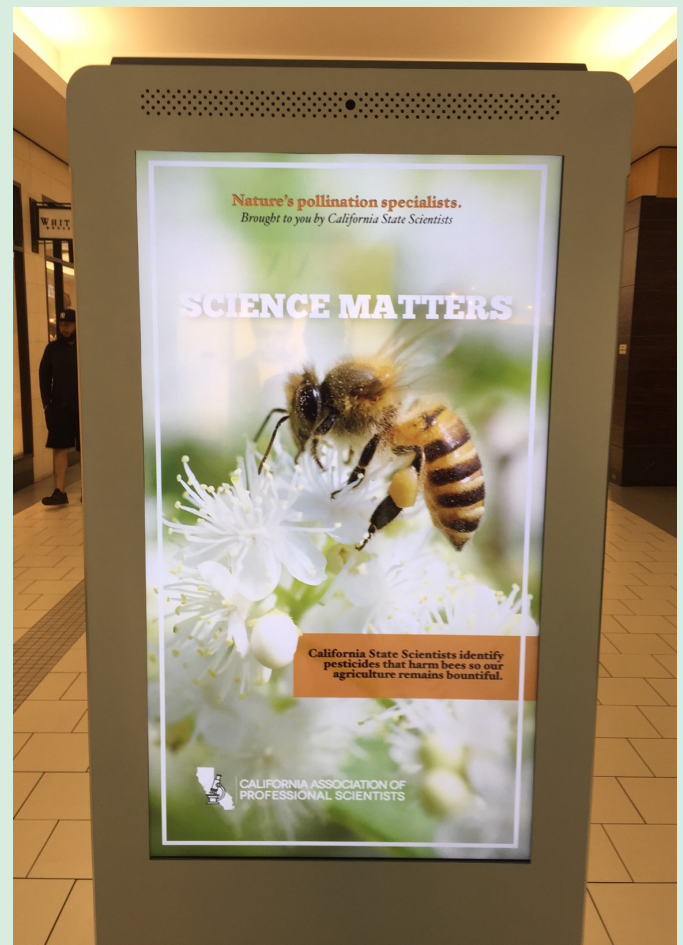
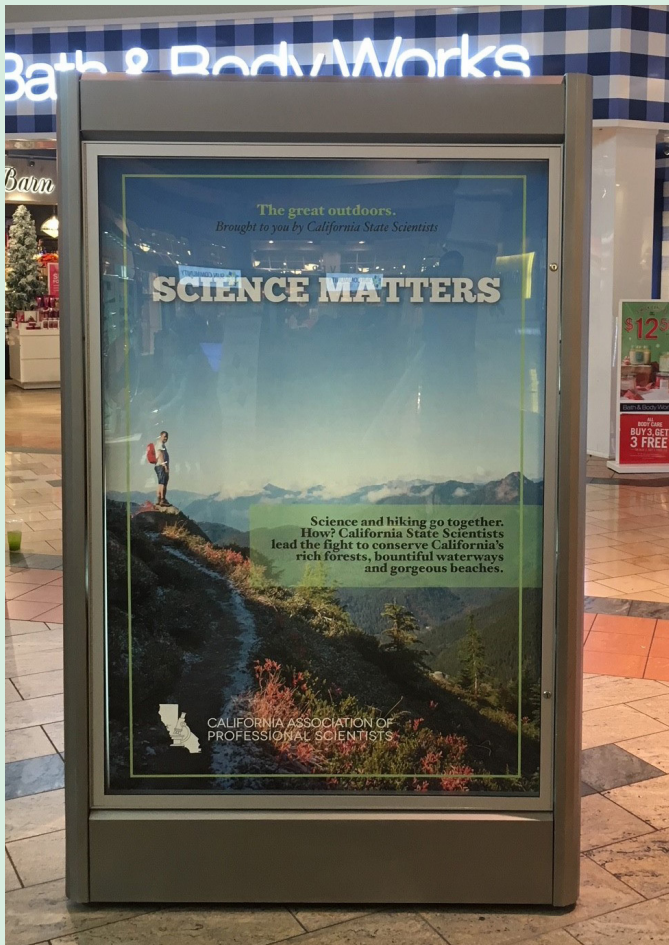
CAPSule

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November 2017, Issue #17-11

State Scientists Coming to a Mall Near You...



Above are posters featuring the work of State Scientists now being viewed in shopping malls throughout California. The poster on the left is in The Promenade in Temecula (San Diego County). The other is in the Arden Fair Mall in Sacramento. There are **eight** different State Scientist posters featured as part of the CAPS media campaign. They will be viewed hundreds of thousands of times by holiday shoppers from early November through the end of December. Like the entire media program, the posters focus on actual projects and programs for which State Scientists are responsible. Other key elements of the CAPS program include radio ads, online advertising and an active social media campaign. All feature State Scientists. The key message is, of course, that **Science Matters. California State Scientists.**

Science Matters. California State Scientists

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Protect Your Credit

You may be aware of the recent security breach at the credit-reporting agency Equifax. There is a bevy of news stories online about the breach, but the gist is this: During September, Equifax disclosed that it suffered one of the most significant data breaches in recent history, saying information including the Social Security numbers of 143 million consumers were potentially compromised. While a massive breach at Yahoo last year involved more accounts, topping one billion, that intrusion exposed people's phone numbers and passwords. Equifax said its breach includes "names, Social Security numbers, birth dates, addresses and, in some instances, driver's license numbers."

Equifax added that credit card numbers for approximately 209,000 U.S. consumers were accessed, along with some dispute documents that contain personal identifying

information for about 182,000 U.S. consumers. Such information can be used to purchase items and establish lines of credit and could be misused to harm **YOUR** financial health.

One of the steps consumers can take to protect their finances is to **freeze** their credit with the three credit reporting bureaus: Equifax, TransUnion and Experian. Every State Scientist with a credit history should consider freezing credit applications online with credit reporting agencies. Instructions on how to do that are readily available online.

Once you have frozen your credit, you will get a PIN, which you will need in order to unfreeze your credit. There may be fees to freeze and unfreeze.



Who Pays? The CalPERS Pension Buck Identifies the Income Sources of Public Employee Pensions

Source: CalPERS

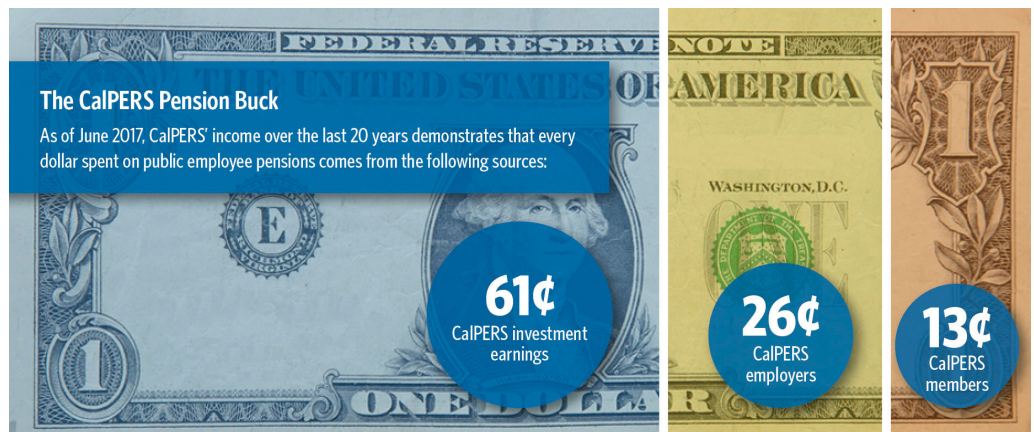
Some people believe that taxpayers fund the total cost of public pensions. But that isn't true.

The largest contribution comes from CalPERS investment dollars, with additional funding from employee and employer contributions. Workers currently contribute up to 15.25 percent of their paychecks to help fund their own pensions.

The CalPERS Pension Buck illustrates the sources of income that fund public employee pensions. For every dollar CalPERS pays in pensions, 61 cents comes from investment earnings, 26 cents from employer contributions, and 13 cents from employee contributions. In other words, 74 cents out of every public employee pension dollar is funded by CalPERS' own investment earnings and member contributions.

CalPERS also invests in California. Of CalPERS' roughly \$302 billion portfolio in June 2016, it invested \$27.3 billion in California-based companies and projects, generating a ripple effect of economic activity across the state. CalPERS' investments in California support jobs, economic activity, infrastructure, and business expansion.*

*CalPERS for California 2016, www.calpers.ca.gov



Thanks For Your Confidence

By President Patty Velez



I have heard from many of you that the recent CAPS Board election campaign was overly negative and at times exceedingly personal. Some of you felt intruded upon with repeated emails at your workplace from both “sides” in the campaign. A frequent comment I heard was that State Scientists are professionals and should rise above all this negativity. I am hopeful that this kind of

campaigning can be avoided in the future. We **should** focus on the real issues using a higher standard of discourse. That is why I have asked the CAPS Elections Committee to evaluate the events of this campaign and to make recommendations that will encourage and even force all candidates to use more positive issue-based campaign messages and strategies.

Thank You! I would also like to thank everyone who voted for me and the members of my slate. We are already working hard to accomplish big things that will improve the employment and professional lives of every State Scientist. Having like-minded leaders working toward a common goal will help immensely in our efforts to achieve success. Success starts with achieving **Salary Equity for ALL State Scientists!**

And for those of you who voted for the other slate, please accept my sincerest wish that fences can be mended and that we can work as a team towards common goals. Here are a few reflections I shared with others on the CAPS Board of Directors after the November 4th Board meeting. I would like to share them with you too.

★ **We have extremely important work to do, so let's get started!**

“We are already working hard to accomplish big things that will improve the employment and professional lives of every State Scientist.”

★ **We Are A TEAM.** Every one of us is part of a slate that was given a mandate by the CAPS membership. We should take this seriously and work TOGETHER to accomplish our goals. Let's minimize internal differences and focus on the positives. Be kind to each other and take it easy when we disagree. My goal is to ensure that together, we (officers, directors, members and staff) focus on our common interests and bring about positive change.

★ **Communication is Essential.** As you communicate with your board colleagues, members and our professional staff, make sure those communications are carried to all who may have an interest.

★ **We are volunteers.** This service work on behalf of State Scientists is really hard at times. So **let's keep a positive attitude!**

★ **Holidays Are Here.** We are nearing the holiday season where family and friends are the focus. The upcoming Thanksgiving, Christmas and New Year's holidays signal the end of the year and the beginning of a new one. This New Year begins one of the most important chapters for

CAPS in a long time. First, we have a new contract to negotiate, the last one with the administration of Governor Jerry Brown. Then there's the potential loss of fair share fees that could result from a decision by the United States Supreme Court this summer.

Finally, I expect a vigorous election campaign for the next governor of California, starting soon. On your behalf, CAPS will be reviewing the past record and future promises of all candidates.

So let me be the one of the first to say: Happy Holidays to you and all of your loved ones. I wish all of you peace and happiness as we approach the holiday season!



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CAPSule (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.

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BOD Meeting Summary



The CAPS Board of Directors met November 4 and took these actions:

- **2018 Media Program.** A member-based media program during 2018 will continue. It will focus on the great work being done by State Scientists and the need for salary equity for ALL State Scientists.
- **Established CAPS Committees.** The Board appointed the chairs and members of each CAPS Committee, including the CAPS Bargaining Team for 2018. Find that list at www.capsscscientists.org.
- **Set the 2018 Meeting Schedule.** All quarterly 2018 Board meetings will be held in Sacramento for economy and efficiency: February 10; May 19; August 25; and November 3. The next meeting of the CAPS Board will be February 10, beginning at 9 a.m. The exact location has yet to be determined. **ALL MEMBERS ARE WELCOME!**
- **New Local Rep.** The Board approved Sacramento Environmental Scientist Mike Kisko of Conservation as a CAPS Local Rep. His volunteer duties include soliciting membership and communicating important employment and professional issues to and from CAPS members. Does your office have a CAPS Local Rep? If not, you NEED one! To learn more, go to the CAPS web page: <http://capsscscientists.org/benefits/caps-local-rep/>.
- **Detailed minutes of CAPS Meetings are posted on the CAPS website:** www.capsscscientists.org.