

CAPSule

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2016 DEPENDENT SCHOLARSHIP WINNERS

CAPS has awarded \$500 scholarships to dependents of 15 CAPS members in support of their college education. These lucky 15 were among the several dozen applicants for this year's scholarship program. CAPS will keep 2016 applications on file for next year's drawing. Thanks to everyone who participated.



Lucille Bennett, daughter of CAPS member Laura Rogers Bennett (DFW), is majoring in environmental science at UC Berkeley and will graduate in 2020.

Matthew Cain, son of CAPS member Carolyn Tatoian Cain (DTSC), is majoring in fire technology at Sierra College and will graduate in 2018.



Marcus Dodge, son of CAPS member Daryn Dodge (OEHHA), is majoring in physics at UC Santa Barbara and will graduate in 2018.

Eirena Ewert, daughter of CAPS member Steven Ewert (DWR), is majoring in cross cultural studies at Simpson University in Redding and will graduate in 2018.



Yasmine Keasling, daughter of CAPS member Vanessa Miguelino-Keasling (CDPH), is majoring in kinesiology at San Diego State University and will graduate in 2020.

Sylvia Leppig, daughter of CAPS member Gordon Leppig (DFW), is studying psychology at the University of Victoria in British Columbia and will graduate in 2019.



Jack McGee, son of CAPS member Nancy McGee (DTSC), is majoring in aerospace engineering at Cal Poly San Luis Obispo and will graduate in 2020.

Maia Payne, daughter of CAPS member Susan Payne (CDPH), is majoring in sociology at Cabrillo College in Aptos. She will graduate in 2017.



Maren Skarstad, daughter of CAPS member Nita Davidson (CDPR), is majoring in anthropology at Bryn Mawr College in Pennsylvania and will graduate in 2019.

Andrew Stafford, son of CAPS member Robert Stafford (DFW), is majoring in business administration at Portland State University and will graduate in 2020.



Nicholas Thompson, son of CAPS member Lauren Barthman-Thompson (DFW), is majoring in engineering at Los Medanos Community College and plans to transfer to the Coast Guard Academy in 2017.

Benjamin Waar, son of CAPS Member Mamadou War (CDFA), is majoring in aerospace engineering at Massachusetts Institute of Technology and will graduate in 2019.



Derek Wadsworth, son of CAPS member Katherine Wadsworth (DWR), is majoring in chemical engineering at UC Davis and will graduate in 2020.

Catalin Wiese, daughter of CAPS member Kris Wiese (DFW), is majoring in biology at Dordt College in Iowa and will graduate in 2019.



Danielle Yee, daughter of CAPS member Chia Rin Yen (DTSC) is majoring in electrical engineering at UC Riverside and will graduate in 2020.

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28TH ANNUAL
state scientist day
 MAY 18, 2016



Senator Mike McGuire (D-Healdsburg) assists with an experiment at the Mad Science Show. The Senator was recognized as an Honorary State Scientist for authoring Senate Concurrent Resolution 99 (SCR 99), which designated May 18, 2016 as State Scientist Day.



CAPS Board members Valerie Chenoweth-Brown, Jason Moore, Brittany Sheahan and Kelley Aubushon



Cyndy Paulsen and Kami Wong of CalRecycle



Stephanie Herman and Curt Clumpner with Fish and Wildlife



Ryanne Mason of Food & Ag



Merrin Wright and Dar Mims with Air Resources Board

THE TEST OF TIME

by Patty Velez, President



The general consensus regarding ratification of the current MOU was to grudgingly but overwhelmingly vote yes. The MOU doesn't come close to closing our salary gap, but heads in the right direction. It was the best offer we were going to get from Governor Brown. As with everyone, the CAPS Bargaining Team made a careful calculation: was that tentative agreement going to prove a wise decision over time?

The answer appears to be yes. The May Budget Revision announced by Governor Brown reflects revenues that are nearly \$2 billion short of projections. Without extension of the temporary tax increases from Proposition 30, there's a potential for a \$4 **billion** deficit in the state budget by 2019. *Sacramento Bee* Columnist Jon Ortiz of the "State Worker" recently questioned whether this is the **last** round of salary increases Governor Brown is going to offer given the prospect of a general economic recession.

Most other state bargaining units are now negotiating their own deals with Governor Brown, and the recent economic news can't be very welcome. Bargaining Unit 12 — Trades and Maintenance workers — **FINALLY** reached tentative agreement with CalHR. That's after meeting nearly **40 times**, holding several noisy rallies outside the CalHR headquarters, and largely failing to convince Governor Brown to sweeten his rather penurious economic offer. To make matters worse, unlike state scientists represented by CAPS, that group of employees didn't have the benefit of statutory formula increases in the state's contribution to their health plans. So they have been forced to pay the increase in health plan premiums that took effect in their December 2015 pay warrant. That's something every one of those employees feels every month in their pay check. It also reflects just how tough salary negotiations have become with Governor Brown.

I'm not ready to concede that California's economy and the state budget are headed for the tank. Recent events are certainly a cause for concern nonetheless. They do suggest that the "safe harbor" of a three year Memorandum of Understanding with modest salary increases is a much better alternative than pushing Governor Brown to do more now.

Strategic Planning. Your CAPS Board of Directors has spent considerable time carefully evaluating our mission, our resources and our needs for the future. We did this in a two-day planning session facilitated by someone with vast experience in helping organizations just like ours develop a comprehensive, inclusive plan for future success. Details of that will be announced in the near future. It's safe to

say that the components will include public outreach and education, focused advocacy with decision makers and membership involvement.

One of the challenges I have as your President is to maintain an environment where everyone feels welcome to make proposals, vet ideas and even disagree with one another using civility and

leading to, hopefully, consensus. I'm happy to say that even with the wholesale changes made in the last CAPS Board of Directors election, every member of the CAPS Board is committed to making CAPS stronger, more representative and to bring greater success for the benefit of all members.

Thanks to the CAPS members who periodically attend CAPS Board of Directors meetings. We realize it's difficult to devote all day on a Saturday to attend a CAPS business meeting. Your Officers and Directors do it because that's what we signed up for. You didn't, and you don't have to. CAPS is a representative democracy. If you have a contribution to make, send us an email (caps@capsscientists.org) or pick up the phone. We welcome all ideas that can help strengthen job protections and bring salary equity to all State Scientists.

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EnCAPSulations...



Range Correction Nets About \$25K! CAPS recently received word from the Waterboards that a state scientist member would be granted her range correction as a result of CAPS' representation. The Environmental Scientist had been placed at Range A in August 2015 when she was hired. However, the Department agrees that she should have started at Range C. The amount in back pay is close to \$25,000! Here's what the member had to say: "Wow, that is great news!!! Thank you soooooo much for all the work and effort you put into this on my behalf!"



CalRecycle Pays Professional Society Dues. Members at Sacramento's CalEPA building asked CAPS for help in getting their professional society dues reimbursed. In this instance, the professional society was the local Toastmasters clubs. There was some dispute regarding language used in the receipt from the local club. The language was updated and the receipts were accepted.



CDFA Office Space Resolution. The Residue Office at CDFA's Center for Analytical Chemistry in South Sacramento has long had too many scientists shoehorned into a small office. After informal resolution efforts failed, CAPS filed a grievance. The number of occupants has since been reduced, but an office designed for four still has seven desks shoehorned in. CDFA promises to soon replace the desks and work with the affected members to find the best solution.



CAPS Director Stephanie Lewis (right), along with Patrick Movlay and Folashade Simpson, present the California State Science Fair CAPS Science Achievement Award to winner Josue Rodriguez (center).