



Left to Right: CAPS President Patty Velez, Governor Brown, Supervisor's Director Valerie Chenoweth-Brown, and Treasurer Stephanie Lewis

Return Your Bargaining Survey!

Negotiations for a new CAPS MOU will soon be underway. Your CAPS Bargaining Team is committed to achieving **Salary Equity for ALL State Scientists!** But there are many other very important issues. A successful outcome at the bargaining table starts with input from **YOU** and from every rank-and-file member. So, please, take a few minutes and complete the bargaining survey recently forwarded to you and all State Scientists on-line.

There IS a Documented Inequity. Governor Brown's CalHR and the DOF have acknowledged that State Scientists have a significant salary lag. Repeated salary and benefit surveys conducted by CalHR show it. That's not all. During July 2014, Governor Brown implemented salary equity for approximately three-fourths of all state Scientific Supervisors. That complied with the "Like Pay for Like Work" decision obtained by CAPS administratively and subsequently reinforced by the courts. But salary equity hasn't yet been extended to rank-and-file State Scientists. The CAPS Bargaining Team has a solution: **Salary Equity NOW!**

Bargaining Isn't *Just* About Salary. These are some of the issues members have already raised:

- Retirement security
- Lodging reimbursement discrepancies
- Reimbursement for professional certification
- Paid leave for child and elder care
- Geographic differentials
- Classification consolidation
- Payments for safety apparel

Please tell us what's important to you so nothing is overlooked.

Please complete and return your questionnaire immediately. Only ONE survey response per member, please. Didn't get a survey? Tell us and we'll send you one: caps@capsscientists.org

February 2018, Issue: #18-2 | www.capsscientists.org | E-mail CAPS: caps@capsscientists.org

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CAPS Hosts Successful Legislative Lobby Day



From left to right: District V Director Rebecca Garwood, President Patty Velez, Senator Bill Monning, Secretary Margarita Gordus



From left to right: OSPR Administrator Tom Cullen, CAPS At-Large Director Kris Wiese, Staff Director Chris Voight, President Patty Velez, and District III Director Justin Garcia.



From left to right: CAPS Secretary Margarita Gordus, President Patty Velez, CalGovOps Secretary Marybel Batjer, District III Director Justin Garcia, Staff Director Chris Voight



Senator Bill Monning talks with At-Large Director Kris Wiese and District V Director Rebecca Garwood.



At-Large Director James Thomas greets Assembly Member Jim Nielsen.



From left to right: Secretary Margarita Gordus, CalPERS Board & CAPS Member David Miller, and District V Director Rebecca Garwood.

Scientists Matter

by Patty Velez, President

Bargaining begins March 20. That's the first date your CAPS Team will have the opportunity to make proposals for salary and benefit improvements for all State Scientists. I have no doubt that our Team will do exactly that. But only after we have carefully reviewed results from the bargaining survey that we're now completing. We have been collecting general information and specific proposals for improvements throughout the term of the current three-year agreement. Thus, we already have many bargaining proposals in the works. Nevertheless, giving EVERYONE an opportunity for input prior to the start of bargaining has been a long tradition for CAPS. I am gratified to see that the current Bargaining Team chaired by Los Angeles DTSC Environmental Scientist Stephanie Lewis has continued this tradition.

As the bargaining process unfolds, please keep a few things in mind:

High Expectations. I know every one of you has them, and I do too. Negotiations are scheduled one last time with Governor Brown before he leaves office. That's for a reason. We want one more shot at salary equity for ALL with this Governor because we think he owes it to us. He has implemented it for most state Scientific Supervisors, so he knows what it is and that we deserve it.

Low Expectations. Just because full Salary Equity is appropriate, fair and necessary, it doesn't mean Jerry Brown will see it our way. In fact, we can expect him to be as frugal as ever. Governor Brown is famous—some

would say infamous—for urging stakeholders in the budget process, ESPECIALLY state employees—to lower expectations and to do more with less. I'm tired of hearing it, and I know you are too. But I guarantee you we will hear it.

Well-prepared. Your CAPS Team is eager and ready for the Bargaining process. I can tell you from past experience that the process can be frustrating and often maddening,

"Our message will not only be that Science Matters, but that Scientists Matter."

but your CAPS Team is up for the challenge. We are assisted by excellent professional staff, but WE make every important decision. WE decide whether there will a tentative agreement, and WE decide what will be in it.

Patience. This could take a while. Don't expect full and final tentative agreement to be reached prior to sometime this summer. I expect little to change with respect to how Governor Brown's representatives deal with CAPS at the bargaining table. That means holding their cards close, waiting till the 11th hour to give us a complete proposal, and to push hard on your CAPS Team to reach tentative agreement. In fact, if we don't get an agreement that the Team finds satisfactory, there might not be one at all this year. So please,

be patient.

We Can't Make Him. Jerry Brown won't be bullied. Litigation won't get us what we want, and neither will the state Legislature. Governor Brown has to be convinced that whatever proposals we make are in **HIS** best interests, and those of the people of California. Our message will not only be that Science Matters, but that **Scientists Matter**.

All Inclusive. We represent over 3,000 state scientists at over 30 state departments. The six members of the CAPS Team are dedicated to ensuring that the needs of all state scientists are addressed, not just a select few. Any tentative agreement has to work for everyone. No one will be left behind. That doesn't mean everyone will get what they want, but the Team is dedicated to representing everyone, not any single narrow constituency.

Salary Equity for ALL State Scientists! Now is the time. Our case is strong, there's plenty of money in the budget, and Governor Brown knows our issues. In case he forgets, our Sacramento-focused media campaign will provide a concrete reminder as bargaining proceeds.

Support CAPS. We NEED your active support. That means reading the material we provide. When we ask you for additional information, or for you to take action, please do your part to support this TEAM effort. Governor Brown and his representatives need to know that we stand together, **every single one of us!**



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SACRAMENTO, CA 95814

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Sacramento, CA

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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Scientists Matter,
by Patty Velez,
President

CAPS Supports Governor's School



Left to right: Director Valerie Brown, Secretary Margarita Gordus, Treasurer Stephanie Lewis, First Lady Anne Brown, President Patty Velez, and District III Director Justin Garcia

CAPS has supported the Oakland Military Institute, a public college preparatory charter school, since 2015. Then-Oakland Mayor Jerry Brown founded the Academy in 2001. He remains its strongest advocate. It was the first public military charter school in California, and the first school to be sponsored by the National Guard. It develops leaders of character by providing a rigorous seven-year college preparatory program to promote excellence in the four pillars of academics, leadership, citizenship, and athletics. OMI prepares students for successful admission to college, completion of college, and entry into the adult world as leaders of character.

