



CAPS NEWS

Long Hot Summer in Bargaining

Your CAPS Bargaining Team has met ten times with Governor Brown's negotiators from CalHR. Incredibly, they had not made one single offer for compensation. Most recently, CalHR said it isn't unusual for negotiations to continue into August, and that they likely will.

Money, Money, Money! In CAPS' negotiations, there are very few issues outstanding other than those requiring money. That means salary equity, geographic differentials, emergency pay, uniform allowance, increases to business and travel expense reimbursements, professional society dues, etc.

Retirement Cuts?! Especially troubling is to hear at this late date that the Governor and CalHR may yet propose changes to retirement benefits for State Scientists. Any proposed reduction in retirement benefits for State Scientists, either those currently in service or newly hired, would be a **DEAL BREAKER**. That was made clear to CalHR's negotiators -- CAPS will **NEVER** agree to any such cuts. Nevertheless, CAPS will continue negotiate in good faith, something that CalHR at this point seems to have a hard time doing.

Some Agreements Reached. Most recently, there was a significant rollover of language allowing State Scientists to voluntarily reduce their work schedule in exchange for receiving Personal Leave credits. This program (MOU Section 3.19) is less popular with state management because it creates a continuing unfunded liability, something that Governor Brown has sought to substantially reduce through annual buybacks of up to 80 hours.

Bicycle Incentive. The other minor agreement relates to a \$20 monthly incentive for commuting to work via bicycle. The program will not appear in the CAPS MOU but will continue to be available to State Scientists via CalHR administrative rules. Not including the program in the MOU ensures that should there be any increase to the reimbursement amount, or the addition of other modes of non-motorized transportation, such as walking, that State Scientists will receive the benefit of the increase without having to wait until the next bargaining cycle.

Nonmembers didn't receive this important update from CAPS. They also won't have any input on bargaining priorities. They won't be able to vote on whether to ratify a tentative labor contract. They won't be able to nominate or elect CAPS leaders. In short, on employment disputes including providing direction to the CAPS Bargaining Team, nonmembers will be **ON THEIR OWN**.

Member-Only Benefits. Only members have access to a wide variety of member-only benefits. Only members automatically receive \$100,000 in travel accident insurance and \$5,000 of term life insurance at no additional cost. Only members can purchase low-cost group term life insurance up to \$520,000 and optional disability insurance. Only members qualify to receive quality discounted homeowners and renters insurance via Liberty Mutual. Only members get discounts on a wide variety of products, services, and amusement parks. Only members qualify for quarterly professional grants and annual dependent college scholarships.

See more here: <http://capsscientists.org/benefits/>

CAPS gladly welcomes all state scientists as members. You, too can invite your colleagues to join--nearly 8 out of 10 already have. Send them to:

<http://capsscientists.org/contact/application/>

Substance Abuse: Help is Available

Substance abuse – including the abuse of alcohol or legal or illegal drugs – is on the rise around the country. It can impact every facet of the lives of those afflicted, including their jobs.

If you are suffering from addiction or substance abuse, there are steps you can take to get help and protect your job. These tips are offered by CAPS' legal staff, who have noticed an increase in disciplinary actions taken against State Scientist members. Performance or behavioral problems often mask the origins of the problem: substance abuse.

The state's Employee Assistance Program (EAP) is a confidential resource available to all state employees. Information about EAP and a list of providers in your area are easily available online: www.eap.calhr.ca.gov.

Many health care plans and medical groups offer comprehensive addiction treatment services. For example, Kaiser offers the Chemical Dependency Recovery Program. This year-long plan is divided into phases focused on recovery, relapse prevention, and more. Your doctor can provide a referral.

If attendance at counseling sessions or meetings require longer lunch breaks or to alter your schedule, you can ask for a reasonable accommodation from your employer to enable you to attend the recovery program. Reasonable accommodation information can be obtained from your supervisor or personnel analyst (or via some departments' intranet portals). Asking for an accommodation requires supporting documentation from your treating physician but does not require you to disclose the nature of your medical condition.

While applicable state and federal law generally prohibits an employer from disciplining or terminating an employee based solely on their being an alcoholic, employers are still permitted to discipline or terminate an employee based on inappropriate conduct that stems from their alcoholism. This means that while they can't take action against you for being in recovery; they can take action against you for excessive absenteeism, poor performance, or emotional outbursts that may be caused by the underlying addiction.

CAPS urges you to ***please get help if you need it***. The road to recovery can be long, but starting the journey as soon as you realize there is a problem can help safeguard your livelihood. Recognition is always the first step to successful recovery! Need more; contact CAPS: caps@capsscientists.org

Handling the HEAT!

Summer temperatures have again reached near-record highs in many parts of California. That can lead to uncomfortable and even unhealthy workplace situations. It's during July and August that CAPS typically receives inquiries about lack of adequate ventilation and HVAC capacity at state work places.

These high temperatures can be a health and safety issue whether working indoors or outside. Common sense precautions should always be taken, such as proper hydration, protective clothing, regular breaks, liberal use of sunscreen, etc. But there are situations where it is just too darn hot for any kind of productive work. While there's no set regulated temperature for what a workplace should be, the Department of General Services State Administrative Manual suggests 78 degrees in summer with a 4 degree fluctuation. This may be useful information in a conversation with a supervisor.

If excessive heat is a problem where YOU work, always get permission from your supervisor before leaving your workplace early. And don't hesitate to contact CAPS with questions or concerns when it comes to ANY difficult workplace issue: caps@capsscientists.org

2018 CAPS Members' Dependents' Scholarship Recipients!

ACHIEVEMENT



Muskaan Aggarwal

Muskaan Aggarwal, the daughter of CAPS member Vaneet Aggarwal, will be majoring in biology at the Massachusetts Institute of Technology and will graduate in 2020.

Ian Dunne

"I will be attending University of Nevada, Reno majoring in computer science and engineering. I will be using my scholarship to advance my science career."



SUCCESS

PERFORMANCE



Madeline Forman

Madeline attends UC Berkeley where she studies Sociology.

Kennedy Garrett

"I am so grateful to have been awarded this scholarship and given the opportunity to pursue a higher education."



ACCOMPLISHMENT

REALIZATION

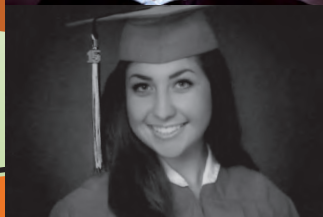


Paul Gerges

"Trust the process, success occurs when an opportunity presents itself."

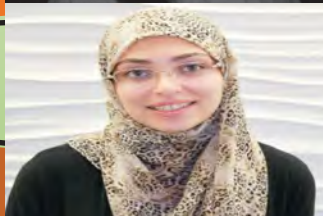
Cassandra Heminway

Cassie is an honors student and recent graduate of Cordova HS. She was active in student government, swim team, key club, and PTSA.



CAPABILITY

INTELLIGENCE



Hibatallah Hummadi

"I am honored to accept this prestigious award, which will enable me to cover some of my pre-medical education costs."

Noah Jones

Noah Jones, the son of CAPS member Alan Jones, is majoring in Accounting at Lassen College and will graduate in 2019.



EDUCATION

2018 CAPS Members' Dependents' Scholarship Recipients, Continued...

ACHIEVEMENT



Jillian Keplinger

"This scholarship will allow me to utilize my love of art in a career path that I am deeply passionate about. Thank you."

Nikea Kumagai

"Thank you for bringing me closer to my goal in learning and finding solutions to the biggest threat facing our planet's future - global warming."



SUCCESS

PERFORMANCE



David Lennon

David Lennon, son of member Ellen Lennon is majoring in Computer Engineering at Cal Poly .

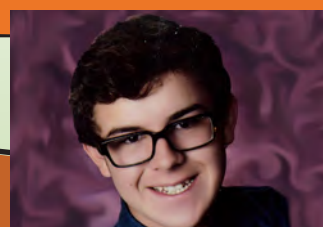
Hanna LoBue-Deshais

"The best way to ensure a brighter future is by listening to our hearts and working together to reduce suffering."



ACCOMPLISHMENT

REALIZATION

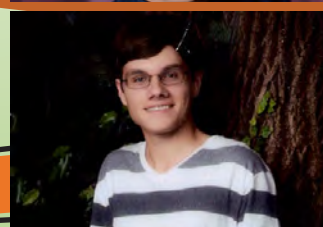


Matthew Vitale

"Since I was young, I have always valued the opportunity to get an education, and this scholarship will help me do that."

Noah White

Noah White, son of Jane White, is majoring in Computer Science at UC Davis and will graduate in 2019.



CAPABILITY

INTELLIGENCE



Joshua Young

As Valedictorian of his high school class, Joshua will be attending UCLA, and is indescribably grateful for this scholarship and the stress it relieves him.

EDUCATION

What “Freedom” in Freedom Foundation Really Means

by Patty Velez, President

In this instance, “Freedom” means the unfettered ability to contract out YOUR job to private sector profiteers.

Since its inception CAPS has been focused on addressing the needs of California State Scientists. No one else. No unrelated causes, no money to local or national politics, no endorsements of candidates or issues not having a direct impact on members’ employment and professional interests. Until the advent of the Janus decision.

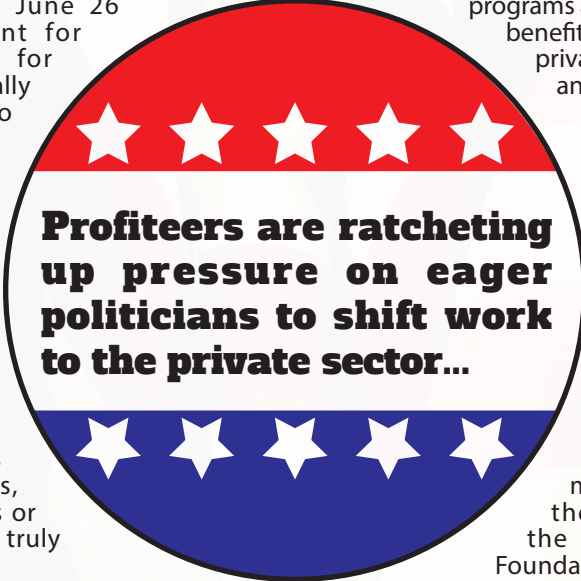
That decision by the Supreme Court of the United States (SCOTUS) on June 26 eliminated the requirement for nonmembers to pay a fee for representation. This substantially cuts the financial support to CAPS and *ALL* public sector unions nationwide where there was a so-called “fair share fee agreement.” For CAPS, that means a loss of about 25% of our income, making the effort for maintaining and increasing the salary and benefits of State Scientists more challenging. Meanwhile CAPS still has the legal obligation to represent *ALL* State Scientists on bargaining related issues, whether they are paying dues or not. So nonmembers are now truly “free riders.”

One of the principal organizations behind the legal effort to eliminate fair share fees, and to eliminate unions altogether, is the Freedom Foundation. Google it on the web, and see for yourself. This is a group that’s funded largely by hard-core anti-union corporate interests intent on further reducing or eliminating union influence in both the public and private sectors. One way to do that is to reduce the funding, and the SCOTUS decision in Janus is proof of that.

We now see in the aftermath of Janus that paid Freedom Foundation solicitors are appearing at public sector worksites in Orange County and actively soliciting those public employees to drop their union membership. There have been reports of Freedom Foundation solicitors in the Sacramento area doing the same thing.

What’s really going on here?

Shift public sector work to the private sector. Contract out. The stakes and the dollars are HUGE. For State Scientists, that means shifting the work from independent scientific professionals in the public sector to higher cost scientists in the private sector working for profit-motivated operators. While this effort may be less successful in the near term here in California, watch what happens in the coming months and years in the Midwest and nationwide. Profiteers are ratcheting up pressure on eager politicians to shift work to the private sector, claiming that public workers are lazy, that public programs are bloated, that defined pension benefits are too expensive, and that the private sector can do the work better and more efficiently.



Profiteers are ratcheting up pressure on eager politicians to shift work to the private sector...

This is an old playbook. It’s one that CAPS and other public sector unions have been fighting for decades. But it just received a huge injection of new impetus from Janus. Evidence to support this is mounting because the so-called “Freedom Foundation” and other like-minded groups are ratcheting up efforts on the ground in California and elsewhere to discourage union membership. So now we have the added task of countering the propaganda of the Freedom Foundation and their supporters—that quitting your union is good for you and for your pocketbook. Not much difference between this effort and the one pushed by private sector financial advisors and the politicians they sponsor who advocate elimination of a defined-benefit plans administered by CalPERS in favor of private 401(k) plans administered by Wall Street brokers.

Don’t be fooled. As challenged as we are in achieving our goals – – Salary Equity, maintaining retirement and health benefits *before* and *after* retirement, and protecting everything else that provides a living wage – – we **MUST** keep CAPS vibrant and strong. The alternative is to weaken CAPS and to have no one fill the void to protect what we have fought so hard to gain.

Support CAPS! Maintain your membership. Encourage your coworkers to do the same. The alternative is to see our jobs and the role of independent science diminished in the public sector. That isn’t good for anyone except the profiteers.



CALIFORNIA ASSOCIATION OF PROFESSIONAL SCIENTISTS

455 CAPITOL MALL, SUITE 500
SACRAMENTO, CA 95814

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

What's Inside?

Long Hot Summer in
Bargaining

Substance Abuse:
Help is Available

Handling the HEAT!

What "Freedom"
in Freedom
Foundation Really
Means,
by Patty Velez,
President

2018 Third Quarter CAPS Grants...

The CAPS Benefits Committee proudly awards FOUR \$400 professional development grants to CAPS members each quarter. Grants awarded for the third quarter of 2018 are listed below. There are **FIVE** being awarded because one of the grants awarded previously was returned unused. **ANY** CAPS member can apply for a CAPS grant via the CAPS webpage:

www.capsScientists.org

Assistant State Archaeologist Juliette Meling of the Department of Parks and Recreation in San Diego will use her grant to offset the costs of purchasing scuba gear she will be using for her state work projects.

Research Scientist II Thi Mai of the Department of Public Health in Sacramento will use her grant to attend the Rural Opioid Work Summit in Plumas County. Her work on behalf of CDPH is to reduce the misuse of prescription drugs among 12 to 25 year-olds in eight high need rural counties.

Research Scientist III Jennifer McNary of CDPH in Richmond will use her grant to offset the cost of attending the American Industrial Hygiene Conference and Exposition in Philadelphia during May 2018. The conference gave Jennifer the opportunity to learn from highly regarded professionals about best practices for preventing occupational illnesses caused by hazardous chemicals and infectious agents.

Senior Environmental Scientist (Specialist) Laura Patterson of the Department of Fish and Wildlife in Sacramento will use her grant to attend the Southwest Partners in Amphibian and Reptile Conservation 2018 annual meeting in Oklahoma City during September 2018. Laura is the only person in the CDFW dedicated to working exclusively on amphibian and reptile issues.

Research Scientist III Xianginei (May) Wu of OEHHA in Oakland will use her grant to offset the costs of attending the International Society of Exposure Science and the International Society for Environmental Epidemiology in Ottawa Canada during August 2018. Her research at OEHHA focuses on the health effects of exposure to criteria air pollutants and climate change.

