

What does YOUR VOTE mean?

A majority **YES** vote means...

The following apply to EVERY State Scientist...

- Two 5% pay raises – July 1, 2019 & July 1, 2020
- Additional Retirement Contributions (formula based) – minimum of 0.5%, but up to 1.0% per year for two years. Rates will return to 2018 levels on July 1, 2021. Successor contracts may include a pension cost-sharing formula and lead to additional contributions over time.
- Additional Retiree Health Care Contributions (formula based) – possible increase of 0.5% on or after July 1, 2020, in addition to the 1.4% increase previously agreed to in the 2015-2018 MOU for July 1, 2019. Rates will return to 2018 levels on July 1, 2021 (total of 2.8% of pensionable compensation). Successor contracts may include a health care formula and lead to additional contributions over time.
- Increased employer contribution towards health benefits for dependents in the first year of employment, but increased post-retirement dental benefits vesting requirement for new employees (50% at 15 years to 100% at 25 years state service).
- No reduction in the on-going pay disparity between supervisors and rank-and-file staff.
- No Geographical Pay Differential for High Cost Areas (Bay Area, Central Coast, Southern California and greater Sacramento area).
- Travel Reimbursement Increases – consistent with other bargaining units, subject to adjustment under CalHR policy.
- Safety Footwear Allowance – increase from \$200.00 to \$275.00 every two years.
- Hardship transfer for employees experiencing workplace or family issues, and requirement for each department to develop workplace bullying prevention program, if not already in place.
- No mandated furloughs through July 1, 2020.
- Returning to the bargaining table in the Spring of 2020, immediately following or possibly concurrently with SEIU, PEGG and several other unions.

The following apply to certain groups of State Scientists...

- Educational Pay Differentials for classifications requiring a Master's Degree or Ph.D. as a condition of employment. Applies mainly to Toxicologists, Veterinarians, and Research Scientists. 2% for a Master's Degree, 3% for a Ph.D. or Doctor of Medicine. Differentials are not included as salary when calculating pension benefits or deductions.
- Emergency Pay for Veterinarians & Staff Toxicologists – provides for overtime during declared emergencies for Dept. of Food and Agriculture Veterinarians and Dept. of Fish and Wildlife Veterinarians and Staff Toxicologists only. Other emergency responders in Work Week Group E are not included. Work Week Group 2 employees normally receive overtime during declared emergencies, and remain unaffected.
- Other increases such as Diving Pay, Uniform Replacement Allowance at CDFW, Cal Fire and State Parks, and recruitment/retention differentials for people working at prisons.
- Continuing Education Credits and Tuition Reimbursement for Licensed Veterinarians required to maintain licensure or certification.

A majority **NO** vote means...

- No guaranteed general salary raises, benefit increases, or furlough protection until a new Tentative Agreement is reached and ratified by CAPS members.
- Returning to the bargaining table with the current or incoming administration. The Governor's race is between Gavin Newsom and John H. Cox. The winner will assume office on January 7, 2019.
- No additional increased takeaways via Pension and Retiree Health Care Formulas (see above). Once these formulas are in the contract, they could be difficult to remove without making concessions.
- Negotiating for higher salaries and benefits that may include the same items in the Tentative Agreement, and possibly other benefits, such as a geographical pay differential for high cost areas.
- Opportunity to negotiate early with the next administration, possibly before five other Bargaining Units with MOUs expiring July 1, 2019 (except Unit 5 – Highway Patrol, currently under expired MOU).
- The bargaining team will reach out to every CAPS member, soliciting suggestions for bargaining demands and ideas for exerting pressure on the current and/or next administration.
- As bargaining proceeds, CAPS may engage in a variety of pressure tactics such as buttons, shirts, solidarity days, informational picketing, rallies and marches. Every member would be encouraged to participate.