



# EST. 1984

*A look into how CAPS was built*

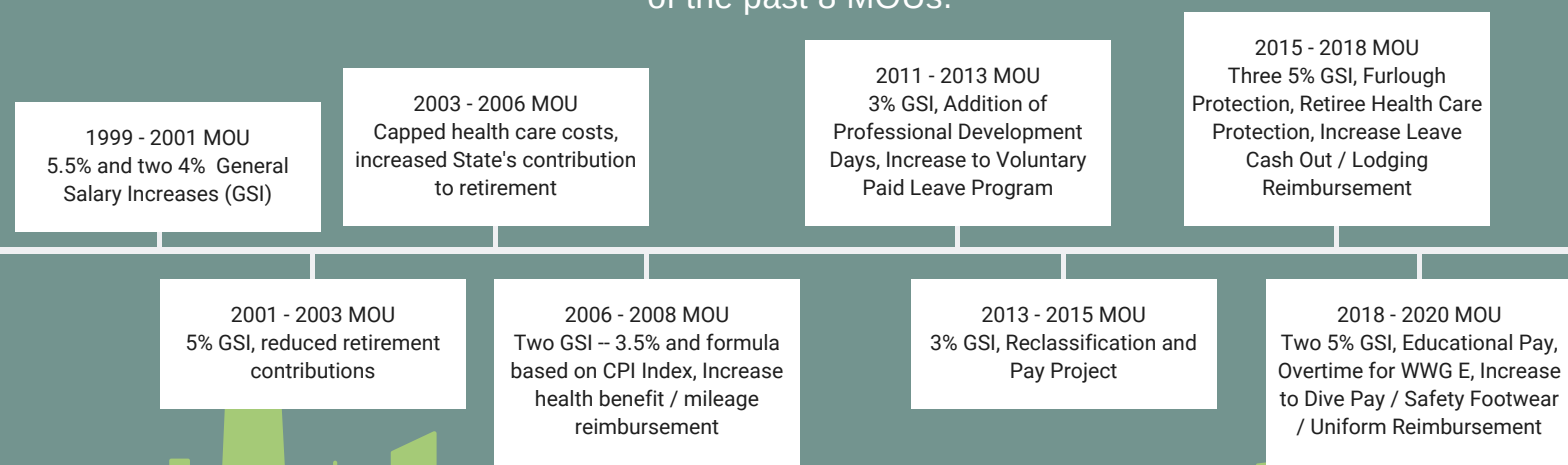
*"You can't really know where you are going until you know where you have been." - Maya Angelou*

CAPS was formed in 1984 by State Scientists for State Scientists, to represent our professional interests. Thoughtful State Scientists at the time wanted a union dedicated solely to the employment and professional needs of State Scientists. Previously, Unit 10 was part of a conglomerate union. But, State Scientists felt as though their voices were lost within the clamor of thousands of other unrelated state employees in that organization.

So, after a statewide vote, CAPS was established as the exclusive representative for State Scientists. This means that CAPS represents YOU in the work place, in the Legislature, and, when necessary, in the court of law. With the collective support of the membership, CAPS negotiates higher salaries, protects your retirement, health benefits and your right to continued employment. State Scientists are stronger together, working as one.

## THE CALIFORNIA ASSOCIATION OF PROFESSIONAL SCIENTISTS IS AN INDEPENDENT UNION FORMED SOLELY FOR THE PURPOSE OF REPRESENTING THE INTERESTS OF SCIENTISTS IN CALIFORNIA STATE SERVICE.

CAPS has negotiated increases to benefits, like compensation, over time with the state of California. Each subsequent MOU builds upon prior successes. While the MOUs with the state of California go back to the first MOU, effective from 1985-1987, below is a summary of the past 8 MOUs.



## THREE LEADING PRINCIPLES

### PROFESSIONALISM

CAPS is committed to helping individual scientists fulfill their needs as professionals — men and women with roles in the world community of science and with occupational responsibilities as well.

### INDEPENDENCE

CAPS members are pledged to pursuing professional courses of action determined without regard to political influences.

### PROFESSIONAL ADVOCACY

CAPS takes a firm but responsible approach to representing its membership in legislative matters, contract negotiations and individual personnel actions.