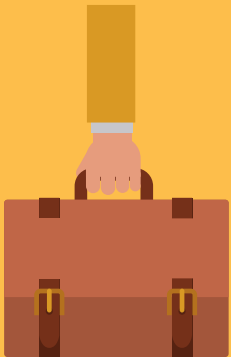




# CALIFORNIA ASSOCIATION OF PROFESSIONAL SCIENTISTS

## TOP 5 BENEFITS OF MEMBERSHIP



### BARGAINING

CAPS is the exclusive representative for State Scientists who work for the state of California. This means that CAPS negotiates a Memorandum of Understanding (MOU) with the state of California that details benefits for State Scientists like wages, hours and terms and conditions of employment.



### REPRESENTATION

CAPS Members can rest assured that they will receive the best possible representation by professional lawyers, labor consultants and other full-time professional staff dedicated to protecting your rights as an employee, which are included in the MOU.



### RETIREMENT PROTECTION

One of CAPS' priorities is to ensure that State Scientists' retirement benefits are protected. CAPS does this in many different ways: in court, in the Legislature, and at the Bargaining Table. CAPS is even part of a coalition to protect retirement benefits.



### HEALTH CARE BENEFITS

CAPS defends your vested rights to health care benefits as current and future retired employees of the state in all arenas - at the Bargaining Table, in the Legislature, and in court, when necessary.



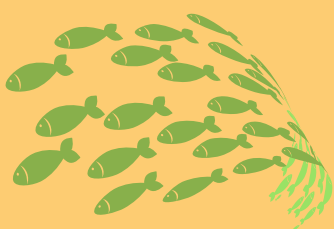
### YOU HAVE A VOICE

Rank-and-file CAPS Members vote in ratification elections of CAPS' MOUs with state management. Only CAPS Members are eligible to become local representatives, to run for election to the CAPS Board of Directors, and to vote in these elections.

*Bonus Benefit:*

### STRENGTH IN NUMBERS

Unions are made strong by MEMBERS. The more you participate in your union, the MORE POWERFUL your voices are! Be a member of CAPS, join today!



FOR MORE INFORMATION ABOUT  
YOUR UNION, VISIT:  
[WWW.CAPSSCIENTISTS.ORG](http://WWW.CAPSSCIENTISTS.ORG)

