



CAPS UPDATE

Meet CAPS' 2019-2021 Board of Directors and Corporate Officers

On October 15, the CAPS Elections Committee and MK Elections, a contracted third-party firm, counted member ballots submitted to elect the 2019-2021 CAPS Board of Directors. Here is the list of officers for the coming two-year cycle, their state job classifications, departments, home office locations, and a brief description of their CAPS duties:

President: Margarita Gordus, Snr. Environmental Scientist (Spec.), CDFW, Fresno. CAPS' chief Executive Officer. Exercises direct supervision and direction of the organization's business and affairs. Appoints Committee Chairpersons and generally supervises them (except for the Budget Committee). Nominates the Bargaining Committee Chair (subject to Board approval). Approves Board meeting agendas and facilitates Board meetings.

Vice President: Daniel Ellis, Environmental Scientist, Waterboards, Sacramento. Assistant to the President. Closely works with the President and assumes the duties of the

President in the President's absence.

Treasurer: Kelley Aubushon, Snr. Environmental Scientist (Spec.), CDFW, Fresno. Disburses Association funds in the manner prescribed by the Board. Responsible for correct preparation of financial reports and budgets. Submits financial records to an annual independent audit. Serves as the Budget Committee Chair.

Secretary: Kris Wiese, Environmental Scientist, CDFW, San Diego. Responsible for issuing notice of member meetings and Board meetings. Responsible for keeping a current book of meeting minutes. Maintains current official copies of CAPS' Articles of Incorporation and CAPS' Bylaws.

CAPS' Board also consists of eight Directors. Five represent members based on geographic location. One Director represents supervisors and managers statewide. Two represent "at large" members.

Your CAPS Directors for 2019-2021 are:

District I-SoCal: Willard Garrett, Environmental Scientist, DTSC, Cypress.

District II-Central: Maureen Lee-Dutra, Veterinarian (General), CDFA, Tulare.

District III-Sac Area: Justin Garcia, Environmental Scientist, CDFW, Sacramento.

District IV-Bay Area: David Rist, Snr. Environmental Scientist (Spec.), DTSC, Berkeley.

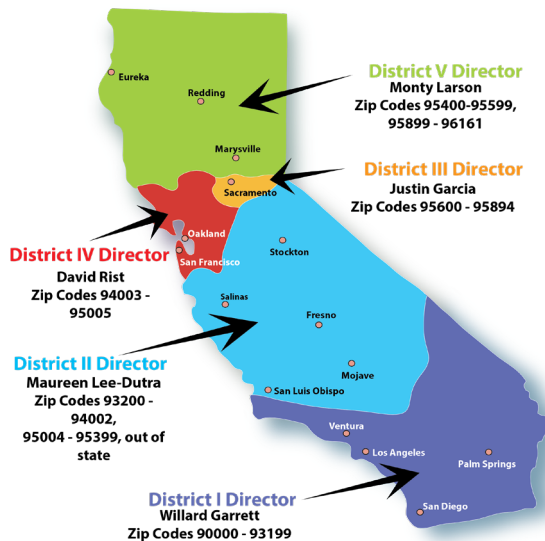
District V-NorCal: Monty Larson, Environmental Scientist, CDFW, Fortuna.

Director-At-Large: Jimmy Spearow, Staff Toxicologist, DTSC, Sacramento.

Director-At-Large: David Miller, Snr. Environmental Scientist (Spec.), DTSC, Sacramento.
Supervisor Director: Scott Bauer, Snr. Environmental Scientist (Sup.), CDFW, Eureka.

The official results can be viewed online here with the detailed results:
capsscientists.org/elections/.

CAPS Board members donate their time to the organization while continuing to perform their regular duties as State Scientists serving their employers and California taxpayers.





CAPS Members Win \$400 Professional Development Grants

CAPS members have access to many benefits, such as applying for one of four \$400 professional development grants awarded each quarter to deserving State Scientists. Congratulations to these 3rd quarter winners as determined by CAPS' Benefits Committee:

Elizabeth Andrews, an Associate Public Health Biologist with the Department of Public Health in Elk Grove, will use her grant to defray the cost to attend the American Mosquito Control Association conference in Portland, Oregon, next year. Elizabeth, who works in the Vector-Borne Disease Section of CDPH, will present a paper about a project she has been working on for several years.

Staff Toxicologist Zhangzhi "Charlie" Huang, who works for the Department of Fish & Wildlife in Sacramento, attended the Ecological Society of America's Annual Meeting in August. His grant replaces some of the money he spent out-of-pocket to attend the event in Louisville, Kentucky.

Kent Laudon, a Department of Fish & Wildlife Senior Environmental Specialist (Wolf) in Mount Shasta, also used his grant to attend a professional conference this month: The Human-Wildlife Coexistence Summit 2019 in Pray, Montana. "The hope is that the event will provide a platform," Kent wrote on his application, "for valuable networking, generating new ideas to current challenges ... and identifying collective, tangible steps forward."

Michael Walgren, an Environmental Scientist with the Department of Parks and Recreation in San Simeon, plans to put his grant money into publishing a full-color, 480-page book, "The Plants of San Luis Obispo County."

Have You Used Your 2019 Mentoring Leave?

The end of the calendar year is quickly approaching – have you used your mentoring leave yet? CAPS' Memorandum of Understanding (MOU) provides for up to 40 hours of leave credits per calendar year, reimbursed after you have donated your own time to mentor. For example, if you have participated with a local school's mentoring program for 15 hours, you are eligible to receive 15 hours reimbursed through mentoring leave.

To be eligible, an employee must have passed probation for a permanent appointment and have committed to mentor for a minimum of one school year through an organization that meets quality assurance standards in accordance with the Governor's Mentoring Partnership involvement with STEM fairs also qualifies.

For more details, please see **Section 3.16 and 3.17 of CAPS' MOU**, available online at capsscientists.org/2018-2020-mou.



A FEW FAREWELL OBSERVATIONS

by *Patty Velez*
President

After nearly 34 years as a State Scientist and 25 years as a CAPS Board member and activist, President Patty Velez is retiring in December. This month, in the final installment of a three-part series, President Velez assesses the state of CAPS and offers advice to both leaders and members.

Well, this is my last President's Column for CAPSule. The challenge: distill into a brief read the lessons learned from 34 years as a State Scientist, a CAPS activist, and leader. Some of these lessons came by way of hard knocks. Some are echoes of mentors who modeled leadership and gave me good advice.

Unite around CAPS' history and mission. CAPS is the only organization created by State Scientists for State Scientists. It exists to achieve competitive pay, to defend our pensions, to improve our benefits, to protect our jobs, and to provide top-notch representation for Unit 10 members. It's a never-ending mission that will continue to bring State Scientists together for generations to come. Your membership and participation are important.

Embrace change. History matters, but it should never be so dear that it thwarts healthy change. New leaders usually bring new ideas and new energy to CAPS. Sometimes, however, they also bring harsh or even unwarranted criticism, hold points of view that lack context, or openly agitate for revolution. Just remember that change is natural to democratic organizations, including CAPS. The question is whether leaders welcome it and manage it, or have it painfully thrust upon them.

Avoid defensiveness and divisiveness. Disagreements will arise about strategies to accomplish CAPS' mission. Treat even your harshest critics with grace and respect. When you fall short, admit it, resolve to improve, and move on. Don't become trapped litigating blame for shortcomings; it's a waste of time. Debate, decide, then declare directions with one voice.

Try not to take things personally. Like many members, I'm unhappy that CAPS has not yet achieved pay parity. I'm also disappointed that the State, so far, has stymied CAPS' efforts to reclassify Unit 10 jobs and upgrade salaries in the process. I put tens of thousands of miles on my car and countless hours over many years to attend bargaining sessions and meetings with government officials to press for salary equity. I believed those issues would be resolved before I retired. I feel saddened at the slow progress. But CAPS' wins far outweigh the losses. I know that California State Scientists are undeniably better off because of CAPS.

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Which leads me to this final bit of advice:

Celebrate! Celebration and good humor are the social concrete that will fortify you in challenging times. So always take time to recognize CAPS' victories and members' professional milestones. Highlight the groundbreaking contract terms (such as education differentials for some State Scientists). Acknowledge salary increases (which over the last two contracts have been the highest in state service). Celebrate representation victories (such as range-placement wins that have netted thousands of dollars for underpaid members). Enjoy colleagues' career awards, promotions, and retirements. Attend CAPS events. All are tangible evidence of your unity and influence at the bargaining table, in the statehouse, the courts, and the workplace.

Finally, I want to say **Thank You** to my mentors, CAPS members, my fellow Board members, and our professional staff for your help and support throughout all these years. **Thank You** for allowing me to serve. It has been a terrific journey and experience. I am truly honored to have worked with you and on your behalf!

I look forward to following CAPS' continued success.



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GO GREEN! Take CAPSule Online!

Have you considered "going green" by receiving CAPSule via email? You'll help conserve natural resources, contribute to CAPS' commitment to sustainability, and receive the monthly newsletter's valuable information quickly and conveniently through a link in your inbox. Hundreds of CAPS members are doing it! Join them and GO GREEN in less than one minute at capsscientists.org/resources/capsule.

Print. Recruit. Earn Cash.

CAPS has produced flyers -- "Did You Know?" -- to inform new-to-state-service scientists about why they should consider joining CAPS. You can help spread the word by posting these flyers in your cubicle and the union bulletin board in your break room. See the flyer at capsscientists.org/resources/infographics. CAPS now rewards members who recruit new members with a \$50 incentive! Just make sure your name is in the "Referred by" field in the member application, which is also online at capsscientists.org/application.

