



CAPSULE

Meet CAPS' 2019-2021 Committee Members

From bargaining contracts and determining member benefits to overseeing elections and endorsing legislative candidates, 15 committees oversee operations and recommend policies that chart CAPS' course. The committees are generally comprised of Board members. This list details five committees and their duties. Look for more listings in next month's CAPSule.

Political Action	Budget	Bylaws and Policy
Serves as the Board's advisory body for endorsements of political candidates and ballot measures.	Prepares the annual budget in consultation with other committees.	Reviews & proposes changes to the CAPS Bylaws and Policy & Practice Manual before review and approval by the Board.
Members Wiese (Chair) Larson Bauer Lee-Dutra Gordus	Members Aubushon (Chair) Gordus Bauer Larson Ellis Rist	Members Rist (Chair) Garcia Aubushon Wiese Bauer
Governmental Affairs		Bargaining
Recommends to the Board positions on and sponsorship of legislation of interest to State Scientists. May also recommend political candidate endorsements or ballot initiative positions.		Compiles data regarding issues that concern represented employees, then serves as CAPS' Bargaining Team at Memorandum of Understanding (MOU) negotiations with the state to address those concerns.
Members Bauer (Chair) Miller Aubushon Rist Ellis Weise		Members Gordus (Chair) Rist Lee-Dutra Garcia Ellis Spearow

Classifications & Work Locations of Committee Members Listed Above

- Daniel Ellis**, Environmental Scientist – SWRCB Sacramento
- David Miller**, Sr. Environmental Scientist (Specialist) – DTSC Sacramento
- David Rist**, Sr. Environmental Scientist (Specialist) – DTSC Berkeley
- Jimmy Spearow**, Staff Toxicologist – DTSC Sacramento
- Justin D. Garcia**, Environmental Scientist - CDFW Sacramento
- Kelley Aubushon**, Sr. Environmental Scientist (Specialist) – CDFW Fresno
- Kris Wiese**, Environmental Scientist – CDFW San Diego
- Margarita Gordus**, Sr. Environmental Scientist (Specialist) - CDFW Fresno
- Maureen Lee-Dutra**, Veterinarian (General) – CDFA Tulare
- Monty Larson**, Environmental Scientist – CDFW Fortuna
- Scott Bauer**, Sr. Environmental Scientist (Supervisor) – Eureka



CAPS Members in the News!

In case you missed it, two CAPS members—Jenny Hofmeister and Ian Taniguchi—were recently featured in a major Los Angeles Times November 9 report, [“Can the long-lost abalone make a comeback in California?”](#) In the November 9 front-page story, Hofmeister, an Environmental Scientist with the California Department of Fish & Wildlife (CDFW) explains how the shellfish once were plentiful off the California coast. Taniguchi’s work as a CDFW Senior Environmental Scientist (Specialist) is described in detail as he dives to the seafloor and finds a large white abalone.

State Scientists have been at the center of some of the biggest news stories in the last year, whether fighting virulent Newcastle Disease in Southern California, cleaning toxic waste in the aftermath of the Camp Fire in the Sierra Foothills, or battling destructive Nutria in the Central Valley. CAPS congratulates Hofmeister, Taniguchi, and all the State Scientists whose vital work has gained media attention and continues to educate the public that #ScienceMatters and #ScientistsMatter!

CAPS Members Awarded \$400 Professional Development Grants

With the New Year approaching and many State Scientists setting their 2020 calendars, now is a good time to consider applying for CAPS’ members-only professional development grants. The \$400 awards provide support for scientific research and professional development activities that are not fully funded by the state.

Professional development grant applications will be evaluated for quality of the application, relevance or impact of the sponsored activity on the applicant’s career or current position, and the degree to which the grant will affect the applicant’s stated purpose. CAPS also gives preference to spreading awards among members in a variety of state departments and agencies, to the degree possible.

Four award recipients are chosen each January, April, July and October, so applications should be submitted before those months to be eligible for the next selection. More details about the members-only grant program and a downloadable application are available online at capsscientists.org/application/benefits/grant.



*Happy Thanksgiving!
from all of us at CAPS*



“

CAPS has much to accomplish. There will be challenges. But CAPS members share concerns and ambitions that tightly bind us together, just as they have since 1984. With that strength, the power that comes from solidarity, I know we will continue CAPS' success.”

CAPS Board Honors the Past, Resets Priorities

by Margarita Gordus, President

CAPS' new President, Margarita Gordus is a second-generation State Scientist and CAPS member (her father is a Staff Toxicologist) who worked as a Scientific Aid while in college. She joined the Central Valley Regional Water Quality Control Board as an Environmental Scientist in 2006, quickly became a CAPS Local Representative and then won election to the CAPS Board of Directors in 2007. Currently, President Gordus is a Sr. Environmental Scientist (Specialist) with the Department of Fish & Wildlife in Fresno. This is her inaugural column for CAPSule.

Back in 1984, CAPS was organized by State Scientists who knew they would be the best advocates for their pay, benefits, and working conditions. As CAPS' new President, I'm grateful for the 35 years of vision, sacrifice, and solidarity that have brought us to this point, even as I recognize we must always evolve to remain effective.

First, I want to thank the previous Board of Directors for their collective service. I'm especially grateful to my predecessor, Patty Velez. Her example – 25 consecutive years as a CAPS activist, local representative, and Board member – may never be repeated. I consider her a mentor who has supported my growth and development as a CAPS leader. Ms. Velez has set a high bar, and she has taught me, and others, how to reach it.

I am confident that this Board will build on past successes, with fresh perspectives from new Board members and Committee chairs. I am excited about my new role –

and humbled by the trust that CAPS members place in this office to represent their interests.

To kick off the new Board's first quarterly meeting on November 2, the board opted to bring in a facilitator to help organize the results of a Board Member survey about communication and priorities so that we could efficiently highlight areas that require our ongoing attention:

Fair pay: This is the top priority for the Board, especially since we enter contract negotiations next year. The Board is committed to building on previous contracts to gain pay equity for State Scientists.

Job reclassifications: Several years ago, CAPS worked with the state to modernize several scientific classifications, known as the reclassification project. Although the project eventually stalled, Governor Newsom's election to office is an opportunity for the Board to restart this effort.

Member-recruiting and member-representation: The Board recognizes that recruiting new members and representing members' interests requires personal connections. It's a close-up, face-to-face, employee-to-employee business. For example, the Board is considering holding worksite meetings the Friday before Saturday Board meetings. Stay tuned.

Enhanced recruiting tools: The Board remains committed to developing and deploying tools that will help with membership recruitment. Look for new videos, talking points, and

other materials to help share the word about the many benefits of CAPS membership.

Continued attention to all State Scientific classifications: Bargaining Unit 10 is one of the more job-diverse units in state government. We have scientists performing highly technical and specialized work in classifications that may be unfamiliar to many members. CAPS members are all State Scientists, and the Board recognizes it needs to be thoughtful and consider the concerns of all classifications.

Member communications: The Board, working through professional staff, will explore how to most effectively let members know how CAPS is representing them, whether through social media, emails, online, or print publications.

Remember that CAPS Board members and Local Representatives are volunteers. We have full-time jobs and active lives, but we still make time for CAPS. In theory, there's a lot we could do, and I'm committed to empowering the Board, committees, Local Representatives, and members to take action. But our time and financial resources have limits, so we must be wise in allocating them, and I am mindful of that.

I have a two-year term as president. CAPS has much to accomplish. There will be challenges. But CAPS members share concerns and ambitions that bind us together, just as they have since 1984. With that strength, the power that comes from solidarity, I know we will continue CAPS' success.



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GO GREEN: Save Time, Money, and the Earth!

A few Federal facts from the United States Environmental Protection (EPA) about U.S. paper waste – and why you should GO GREEN with CAPSule's electronic edition:

Americans discard 67 million tons of paper and paperboard annually – roughly 410 pounds per person. Those products account for roughly 25% of all municipal solid waste nationwide.

Businesses produce about one-fourth, or 21 million tons, of that waste.

Paper and related paper products account for 13% of U.S. landfill waste.

You can help curb waste by switching to online delivery of CAPSule. Every little bit helps! You'll also help CAPS cut its printing and delivery costs, freeing up funds for other priorities. And, of course, you'll receive CAPSule's valuable members-only news, messages, and information with the speed and convenience of email.

Please join hundreds of your CAPS colleagues statewide and GO GREEN in less than two minutes by completing the mail opt-out form at capsscientists.org/resources/capsule. The case-sensitive, members-only password is **Fall2019**.

