



CAPSULE



Meet CAPS' 2019-2021 Committee Members

CAPS committees are the workhorses of our union, from bargaining contracts and determining member benefits to overseeing elections and endorsing legislative candidates. The November and December issues of CAPSule featured a total 10 of the 15 committees and their members who oversee operations and recommend policies that guide everything CAPS does. Here are the last five.

Representation	Supervisors	Member Discipline Review
<p>Establishes and supervises CAPS' representation policy. Decides whether CAPS seeks arbitration or unfair labor practice charges.</p> <p>Members Garcia (Chair) Ellis Larson Miller Vanderwerf</p>	<p>By law, negotiates benefits for excluded employees through the meet-and-confer process with the state. Addresses unit-wide supervisory, managerial, and confidential member issues.</p> <p>Members Bauer(Chair) Feiler Ford</p>	<p>Oversees CAPS' Discipline Policy. This committee is only formed/active if there are any alleged violations of the CAPS Code of Professional Conduct as described in the CAPS Policy Manual.</p> <p>Members Gordus (Chair) Ellis Others Named as Needed</p>
Member Action Ad Hoc	Workplace Bullying Ad-Hoc	
<p>Organizes, funds and encourages member participation in public events important to CAPS members. Activates for the March for Science and Earth Day, among other events.</p> <p>Ellis (Chair) Garcia Committee Still Being Formed</p>	<p>Researches and provides information regarding workplace bullying for members and interactions with the state, including bargaining. Introduced anti-bullying language adopted in the CAPS MOU.</p> <p>Lee-Dutra (Chair) Committee Still Being Formed</p>	

Classifications & Work Locations of Committee Members Listed Above

- Daniel Ellis, Environmental Scientist – SWRCB Sacramento
- David Miller, Sr. Environmental Scientist (Specialist) – DTSC Sacramento
- Gina Ford, Sr. Environmental Scientist (Supervisor) – CNRA Sacramento
- Justin Garcia, Environmental Scientist - CDFW Sacramento
- Margarita Gordus, Sr. Environmental Scientist (Specialist) - CDFW Fresno
- Maureen Lee-Dutra, Veterinarian (General) – CDFA Tulare
- Monty Larson, Environmental Scientist – CDFW Fortuna
- Rae Vanderwerf, Environmental Scientist - SWRCB Sacramento
- Scott Bauer, Sr. Environmental Scientist (Supervisor) – CDFW Eureka
- Stormer Feiler, Sr. Environmental Scientist (Supervisor) – SWRCB Sacramento

CAPS Member Spotlight: CDFW Recognizes 3 Members

Melanie Gogol-Prokurat
Senior Environmental Scientist (Specialist)
CDFW



Angie Montalvo
Environmental Scientist
CDFW



Kimberly Tenggardjaja
Senior Environmental Scientist (Specialist)
CDFW



Angie Montalvo, an Environmental Scientist, ensures that invasive species – including quagga and zebra mussels, snails, crabs, clams, fish, and aquatic plants – don't spread. See her story on the CAPS Twitter page!

CAPS members, and Sr. Environmental Scientist (Specialists) **Kimberly Tenggardjaja** and **Melanie Gogol-Prokurat** made a presentation in December, "**Integrating the California Biodiversity Initiative into California Department of Fish and Wildlife's Efforts.**" The talk was part of CDFW's Conservation Lecture Series and was open to the public. Kimberly is CDFW's Science Institute's State Biodiversity Coordinator. Melanie is a Spatial Ecologist with CDFW Biogeographic Data Branch. Their discussion, recorded for later online viewing, gave an overview of the Initiative, the history of its development, and initial efforts to implement the Initiative at CDFW. The Department has not yet posted the presentation. CAPS will alert members when it is available.

CAPS congratulates all three members for their Department's attention to their vital work to protect and preserve California's vast natural resources.

Bargaining Begins Soon.

CAPS is about to begin formal talks with Governor Gavin Newsom's administration (represented by CalHR) for a new Memorandum of Understanding (MOU) that will replace the MOU that expires July 1, 2020. Discussion will surround bargaining for rank-and-file members.

As part of the preparation for those meetings, CAPS' Bargaining Team is issuing a survey to gauge members' priorities on pay, benefits, and workplace concerns. The results will guide the teams' agenda during negotiations.

Only CAPS members can participate in the survey and, later, vote on the new MOU proposal. If you're not a member, please consider joining CAPS today. We will add you to the survey email list so that you can participate in shaping these crucial talks with the state. The online membership application is available at capsscienists.org/application/. Thank you!

Membership Benefits Highlight: Professional Representation

State work as a scientist is more than just a job. It's your profession, career, and livelihood, including your pension and retiree benefits. Unfortunately, employees sometimes find themselves in conflict with their employer -- the government.

But CAPS members aren't alone when a dispute arises with the State of California. They have access to skilled labor relations consultants and attorneys who understand CAPS' Memorandum of Understanding (MOU) and the tangle of rules and regulations that affect your due process rights, your pay, your benefits, and your workplace circumstances. Whether you're a rank-and-file employee, a supervisor, or a manager, many times CAPS' experienced staff can resolve a problem with a phone call, an email, or a discreet conversation.

And if an issue requires formal action, from a range placement challenge or a Notice of Adverse Action to understanding civil service rights or benefits provided by CAPS' MOU, our experts can give you options to achieve the best outcome possible.

Please do not wait to contact your closest CAPS office if you need assistance, because some matters fall under strict deadlines for taking action. A delay could put you at a disadvantage.

You work for a big and powerful employer within a complicated system of rules, regulations, and laws, but remember that with CAPS in your corner, you're never alone!

CAPS' Bargaining Team Wants to Hear From You

by Margarita Gordus, President



This year we are heading back to the bargaining table to negotiate a Memorandum of Understanding (MOU) that will replace the agreement expiring July 1, 2020. As the chair of CAPS' Bargaining Team, I can assure you that the other members and I are acutely aware of our responsibility to negotiate for competitive pay, to protect benefits, and to enhance the working conditions for the more than 3,000 State Scientists we represent.

But State Scientists are a diverse group: We have **different educational backgrounds** and work in **different classifications**. We are in **various stages** of our careers. We work in **varied conditions and locations**. We work on a **range of projects**. So, although we are all in Bargaining Unit 10, our diversity can create an assortment of priorities and expectations based on a **wide range of factors** from our age to our job title.

That's why, in years that we negotiate a new MOU, CAPS' Bargaining Team **surveys members** about what they want from the next agreement. We want to understand your values, your expectations, and your priorities. We take the survey results seriously and use it to set our bargaining agenda.

By the end of January, CAPS will email a link to the Survey. **However, only CAPS members will have their answers.** Why? Because the right

to influence the Bargaining Team's agenda is one of the many benefits of membership (along with voting on the negotiated agreement).

Fortunately, there is a quick and easy way for non-members to **immediately join CAPS** and to receive the Bargaining Survey. You can apply for membership at capsscientists.org/application. CAPS will promptly process your completed online form and add you to the Bargaining Survey email list. The application requires less than two minutes to complete, but the benefits that come with a CAPS membership will last your entire career and into your retirement.

"Add your voice to those of your colleagues, help shape the Bargaining Team's agenda, and enhance CAPS collective power as we enter these crucial MOU negotiations."

Bargaining your compensation, benefits, and working conditions is CAPS' core responsibility as detailed in the Ralph C. Dills Act, a 1977 law that allowed California state employees to organize. In 1984, State Scientists broke away from a larger organization, knowing that they could more effectively represent themselves. They founded CAPS, convinced that an organization **created by and for State**

Scientists and run by State Scientists would be the most effective way to exert their collective power.

Now, we are about to re-engage with the Administration to bargain. With the assistance of CAPS professional staff, the Bargaining Team members will meet with CalHR and Department labor representatives from several departments. We will go through every word of the current MOU. Much of the language will roll over to the next agreement, but others will be actively negotiated.

Bargaining is always about tradeoffs and understanding how CAPS interests align with the interests of our negotiating partners on the other side. No one gets everything they want out of one MOU.

The Bargaining Team is acutely aware of this. We are covered by the MOU terms that we negotiate, just like every other Unit 10 rank-and-file employee because we're State Scientists, too.

CAPS' bargaining leverage corresponds to the strength of its member support. If you are a member, **thank you for supporting CAPS**. If not, please consider joining. Add your voice to those of your colleagues, help shape the Bargaining Team's agenda, and enhance CAPS collective power as we enter these crucial MOU negotiations.

CAPS Also Wants to Hear from Supervisors & Managers

State law gives supervisors and managers "meet-and-confer" rights through a state-recognized representative that advocates for their pay, benefits, and workplace conditions. For Unit 10, that representative is the **CAPS Supervisory Committee**. In advance of discussions with the Newsom administration, the Committee will send a Meet and Confer Survey to **supervisory and managerial CAPS members**, much like the Survey sent to the rank and file. **Non-members do not receive the Survey.** To join, please fill out the online application at capsscientists.org/application, and CAPS staff will immediately add you to the Survey email list.



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SACRAMENTO, CA 95814

PRESORTED
FIRST-CLASS MAIL
U.S. Postage
PAID
Permit No. 420
Sacramento, CA

CAPSule (ISSN 10446230) is published monthly by the California Association of Professional Scientists, 455 Capitol Mall, Suite 500, Sacramento, CA 95814. Periodicals Postage Paid at Sacramento, CA. POSTMASTER: Send address changes to: 455 Capitol Mall, Suite 500, Sacramento, CA 95814-2483.

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