



CAPSULE



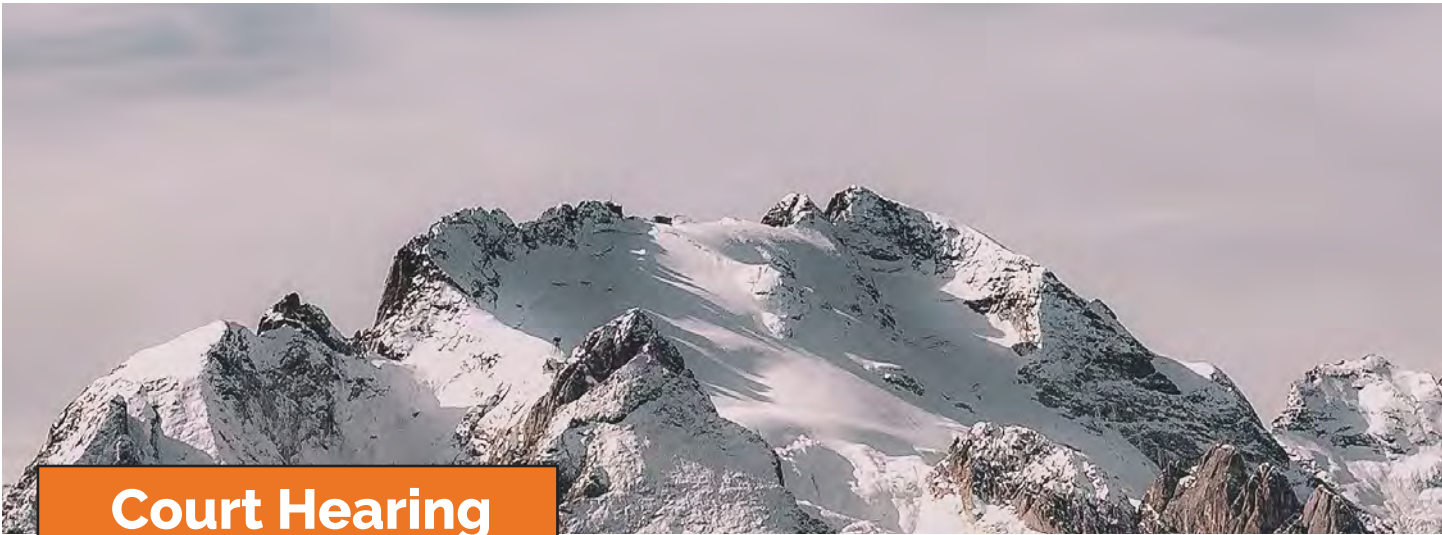
Meet CAPS' 2019-2021 Committee Members

CAPS committees are the workhorses of our union, whether bargaining CAPS' Memorandum of Understanding (MOU) or determining member benefits to overseeing elections and endorsing legislative candidates. Last month's CAPSule listed five of the 15 committees and their members who oversee operations and recommend policies that guide everything CAPS does. Here are five more.

Membership & Communications	Benefits	Public Relations
<p>Oversees CAPS' publications for members, and administers membership programs, such as recruitment.</p> <p>Members Aubushon (Chair) Ellis Garcia Larson Spearow Wiese</p>	<p>Oversees and seeks to improve CAPS' exclusive member- benefit programs such as insurance and consumer discounts.</p> <p>Members Larson (Chair) Garrett Miller</p>	<p>Oversight of materials, media campaigns, and events that further the public image of State Scientists and CAPS.</p> <p>Members Miller (chair) Bauer Larson Chenoweth Lewis</p>
Executive	Elections	
<p>Acts on behalf of the full Board in certain circumstances as appropriate and necessary.</p> <p>Members Gordus (Chair) Ellis Aubushon Wiese</p>	<p>Conducts elections for the Board of Directors according to CAPS bylaws.</p> <p>Members VanderWerf (chair) Miguelino-Keasling Long</p>	

Classifications & Work Locations of Committee Members Listed Above

- Daniel Ellis, Environmental Scientist – SWRCB Sacramento
- David Miller, Sr. Environmental Scientist (Specialist) – DTSC Sacramento
- Jim Long, Sr. Environmental Scientist (Supervisor) – DWR Sacramento
- 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
- Monty Larson, Environmental Scientist – CDFW Fortuna
- Rae VanderWerf, Environmental Scientist - SWRCB Sacramento
- Scott Bauer, Sr. Environmental Scientist (Supervisor) – CDFW Eureka
- Stephanie Lewis, Sr. Environmental Scientist (Specialist) - DTSC Los Angeles
- Valerie Chenoweth, Sr. Health Physicist - DTSC Sacramento
- Vanessa Miguelino-Keasling, Research Scientist III (Epi/Bio) – CDPH Sacramento
- Willard Garrett, Environmental Scientist - DTSC Orange County



Court Hearing Set in Senior Environmental Scientist Litigation

CAPS recently received notice that the long-pending legal challenge to CDFW’s use of Senior Environmental Scientist Supervisors to supervise their peer class, Senior Environmental Scientist Specialists, will finally get its day in court. Oral arguments before the Third District Court of Appeals are scheduled for Tuesday, January 28, 2020, at 9:30 a.m. in Sacramento.

2019-2020 Bargaining Timeline

CAPS Bargaining Team has been meeting to prepare for contract negotiations that will start early next year. Here’s a brief timeline of the bargaining process:

November: CAPS Bargaining Team members named by President Gordus and confirmed by the Board of Directors.

December - February: Bargaining Team meets for review and strategy sessions. They will continue to meet throughout the bargaining process to discuss goals, strategy, and tactics.

January: Bargaining survey issued to members. The results will help set the Bargaining Team’s agenda for negotiations.

January: CAPS and the State (represented by CalHR) exchange opening “Sunshine Proposals” that satisfy legal requirements. Each union states tentative opening bargaining positions.

February: It is anticipated that CAPS will start contract negotiations with CalHR in late February.

July 1, 2020: A 5% general salary increase for all Unit 10 employees takes effect on the final day of the current CAPS contract. If the MOU expires before a successor is bargained and approved by members, the expired terms remain in place until a new MOU takes effect.

HERE’S WHAT CAPS’ COLLECTIVE BARGAINING POWER HAS WON FOR MEMBERS

- Salary increases of nearly 28% over five years.
- Guaranteed protection from work furloughs.
- Health care benefits with 80% of premiums picked up by the employer for employees *and* their dependents, one of the best medical packages in the state.
- Education differentials for State Scientists whose advanced degrees are a requirement for their job classifications.
- Workplace bullying protections.
- Overtime pay for State Scientists called to work in certain emergency situations.
- Many more protections, contract provisions, and benefits – to see them all, view the MOU on the CAPS Website here: capsscientists.org/2018-2020-mou.



CAPS' Agenda for Next Year

by Margarita Gordus, President

With 2020 nearly here, it seems appropriate to pause for a moment and consider important CAPS events and programs coming next year. Here's a look ahead:

Bargaining: Your CAPS Bargaining Team – Daniel Ellis, Maureen Lee-Dutra, Justin Garcia, David Rist, Jimmy Spearow, and myself – will begin bargaining with Governor Gavin Newsom's labor negotiators for a successor Memorandum of Understanding (MOU) in the first quarter of 2020. Before then, every CAPS member will have a chance to voice their contract priorities via a bargaining survey that will shape the Bargaining Team's agenda. That survey will be sent to members by the end of January.

We met for about a week in December to go over the bargaining process, negotiation training, and to start discussing goals and strategies. We also met briefly with the CalHR Labor Relations Officer assigned to our unit, where we discussed the team's interest in interest-based bargaining (instead of the traditional positional bargaining), the reclassification project, and CalHR's info gathering process. This was the team's first meeting, and we will continue to meet ahead of our first round of negotiations with the Administration.

We intend to build on the gains made in our current contract, which provides the first-ever pay differentials for scientists whose state jobs require advanced degrees and overtime for some Work Week Group "E" (WWE) scientists who work in certain emergency situations. We will continue to propose MOU changes that strengthen our contract and acknowledge and reward State Scientists' skill, knowledge, and dedication. We will also solicit your ideas on proposals. During the last bargaining cycle, CAPS members submitted 14 proposals that eventually became part of our MOU. Of course, the Bargaining Team

will continue pushing for fair compensation for State Scientists. We don't need the survey to understand that pay is a top concern for members. After all, everyone on the team has a stake in the bargaining outcome: We are State Scientists, volunteering our time to represent everyone. We have to live with the next contract, too.

Member Recruiting: CAPS exists because State Scientists in 1984 decided to form a labor union operated by State Scientists for State Scientists. They successfully argued that this unity would strengthen scientists' position at the bargaining table, in the courts, and with the Legislature. That remains true today.

The Board of Directors is tapping into that spirit with a renewed commitment to strengthening CAPS' 2020 member recruiting efforts. We believe recruiting is most effective when it is done one-to-one, so we are planning to hold trainings for members who want to learn how to more effectively and comfortably approach colleagues about the importance of CAPS membership.

"If you have volunteered to help CAPS in any capacity, thank you."

We are also developing new tools to help explain the many benefits of CAPS membership and the power of solidarity. Early next year, CAPS will roll out new, dynamic videos that you can use on mobile devices or link to via email and social media. The videos will quickly explain our history and the benefits of membership. We will also continue our referral program: **You can earn \$50 for each Unit 10 colleague who credits you for their new membership application.**

Legislature Day: CAPS has a strong voice in Sacramento. One way we use that voice each year is on Legislature Day, when CAPS members walk the halls of the Capitol to meet with lawmakers and their staffers to discuss issues that matter to State Scientists. The 2020 Legislature Day and an accompanying Capitol reception for legislators and other government officials will occur in the first quarter of 2020.

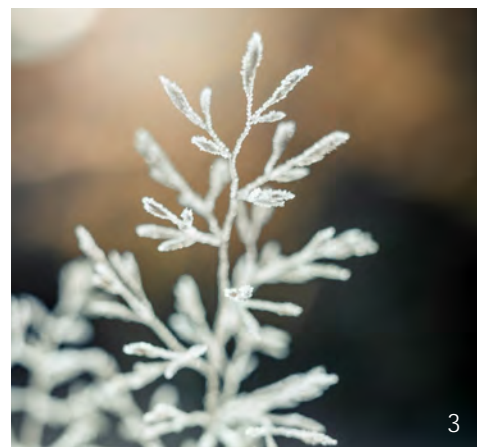
Student Outreach: I have always been proud of CAPS events that emphasize our commitment to

science education and to encouraging the next generation of scientists. The CAPS Science Fair Program will again launch during March and April when students will gather around the state to display their science projects for judges, many of whom will be CAPS volunteer representatives. They will help select one individual student project from each of 15 regional science fairs to receive the CAPS Science Achievement Award and a monetary scholarship. The regional winners can then compete for the Outstanding Young Scientist Award, which is announced in the fall.

The biggest student outreach event that CAPS organizes each year, State Scientist Day, is set for May 6 at the Capitol. Thousands of kids from around Northern California attend to learn about the vital work performed by State Scientists to protect public health, the environment, and California's natural resources. CAPS also invites state lawmakers and other public officials to participate in State Scientist Day, and the news media always gives the event plenty of coverage. It's an integral part of promoting State Scientists with key decision-makers while having fun and inspiring students' interest in our profession.

This list is just a partial catalog of what CAPS is doing in 2020. None of it would happen without the commitment of members who give their time and energy to serve their colleagues, their communities, and the public.

If you have volunteered to help CAPS in any capacity, thank you. If you haven't, please consider it. Contact your local CAPS representative and ask what you can do. We have plenty of work ahead.





CALIFORNIA ASSOCIATION OF PROFESSIONAL SCIENTISTS

455 CAPITOL MALL, SUITE 500
SACRAMENTO, CA 95814

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