

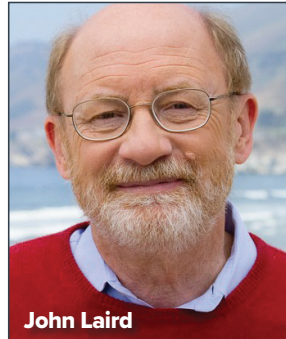
CAPS-BACKED CANDIDATES WIN

Nearly 90% Prevail on November 3rd

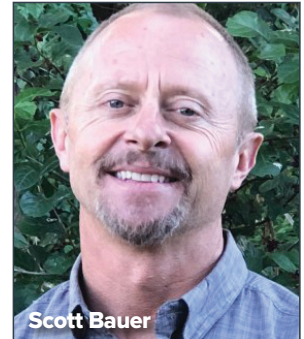
The overwhelming majority of candidates endorsed by CAPS won their contests on November 3. Of the 87 state and local candidate races in which CAPS took a position, the CAPS candidate prevailed in 77 and lost in six. Four races remained too close to call as of CAPSule's deadline.



Dave Min



John Laird



Scott Bauer

Sixteen of the 18 state Senate candidates endorsed by CAPS prevailed on Election Day, including five out of six open-seat candidates. In Orange County, UC Irvine law professor Dave Min (D-Irvine) ousted anti-public-pension advocate John Moorlach (R-Costa Mesa). Another CAPS candidate, former California Natural Resources Secretary John Laird (D-Santa Cruz), won the race for SD-17. Laird's victory will return him to the Statehouse where he served in the Assembly from 2002 to 2008.

And Josh Newman (D-Fullerton), who was recalled by SD-29 voters in 2018, took back his Senate seat from Diamond Bar Republican Ling Ling Chang. Newman beat Chang in 2016 by hundreds of votes, only to be defeated in a recall election two years later. This month he retook the seat by nearly 10,000 votes.

Two Senate races that were too close to call included one open seat and one challenger to an incumbent.

In the Assembly, CAPS-endorsed candidates won in 60 races, while two contests had not been called as of CAPSule's editorial deadline. Unsuccessful Assembly candidates who challenged incumbent legislators included CAPS member Elizabeth Betancourt (D-Shasta) in AD-01. Still, of the six open-seat Assembly races on Election Day, CAPS' candidates won five.

At the local level, CAPS endorsed Supervisory Board Member Scott Bauer's run for the Eureka City Council's Fourth Ward seat. Despite a crowded field of four opponents, Bauer won with more than twice the number of votes tallied by his closest competitor.

CAPS' endorsements are vetted by the CAPS Political Action Committee (PAC) and approved by the full Board of Directors based on priorities that CAPS members share: protecting and improving State Scientists' pay, pensions, and healthcare benefits, and enhancing any other terms and conditions of employment.

Generally, CAPS does not take positions on political issues or candidates unless they impact members' employment, salaries, benefits, or state programs that are pertinent to State Scientists.

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CAPS-Endorsed Candidates – 2020 General Election Results



STATE ASSEMBLY



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Your 3-Minute CAPS Consultation

UNIFORM AND FOOTWEAR ALLOWANCES

What should I know about reimbursement for state-mandated uniforms and safety footwear?

The two items are covered under different provisions of the CAPS Memorandum of Understanding (MOU): [Article 6.4](#) addresses uniforms; [Article 6.7](#) covers footwear.

OK. Tell me about uniform allowances.

State Scientists at the Department of Fish and Wildlife (CDFW), Department of Forestry and Fire Protection (CAL FIRE) and Department of Parks and Recreation (PARKS) are eligible for what the MOU calls “a uniform replacement allowance.” If your work for these departments requires you to wear a uniform that the State does not provide, the allowance terms cover your actual costs up to \$670 for fulltime employees. But there are some conditions: You cannot submit for the allowance until you reach the equivalent of one year in a permanent position that requires a uniform. Once you reach that milestone, you can submit for reimbursement in keeping with your department’s existing practice. Be aware: Departments are sticklers about the one-year requirement, so don’t expect to successfully slip in your request early.

► *Continued on page 4...*



CAPS BARGAINING TEAM UPDATE

The CAPS Bargaining Team (CAPS Team) and the Department of Human Resources (CalHR) continued bargaining this month for a Unit 10 Memorandum of Understanding (MOU) to replace the MOU that expired on July 2, 2020. (The terms of the expired MOU remain in place until a successor agreement is ratified.)

Notable developments from the last few weeks include:

For the first time in many years, CAPS Team and CalHR had meaningful discussions about State Scientists’ senselessly unbalanced horizontal and vertical salary relationships within Unit 10 and with other state service classifications. CalHR took [data](#) the CAPS Team presented regarding the salary increases required to rebalance Unit 10 salaries and are evaluating the background – a step in the right direction.

CalHR reverted to concerns about costs, especially with the State in the throes of pandemic-triggered budget uncertainties. The CAPS Team instead insisted that the costs have grown over many years because previous governors failed to address it. Furthermore, the costs will keep increasing if the Newsom Administration follows precedent. CAPS represents one of the smallest bargaining units, so the real-dollar amount to solve the pay disparity is less – in some instances far less – than salary increases the State routinely allocates for much larger units. And finally, supporting science and scientists should be the overriding factor when considering this issue, not simple considerations about money.

CalHR Subject Matter Experts explained the methods used for their [Total Compensation Report](#), which includes data the Department cites as a starting point to discuss Unit 10 salaries, and recruiting and retention. The CAPS Team criticized the validity of the report and its conclusions because, for example, it generalizes information based on broad comparisons in just three job classifications and ignores the diversity of work State Scientists perform. CalHR’s report also includes supervisory wages that heavily skew the salary data. (For more details, see the CAPS Team’s [October 13](#) Bargaining Update.)

Vacancy rates among Energy Commission Specialists and Energy Analysts at the California Energy Commission exceed the State’s average, CalHR reported, and have for several years. The CAPS Team cited the data as proof of the Total Compensation Report’s inadequacy.

The CAPS Team presented a [grassroots letter](#) signed by more than 225 State Scientists from throughout the State that was sent directly to the Governor. The CalHR representatives knew of it, having been made aware by their own management.

Speaking of letters, earlier this month, the CAPS Team asked members to take action by writing letters to the Administration and emailing them to CAPS (caps@capsscscientists.org) for sharing with CalHR. Find more information [here](#) about how to join your colleagues statewide to advocate equitable pay for Unit 10!

President's Column

Margarita Gordus



THE LINK BETWEEN CAPS COMMUNICATIONS AND COMMITMENT

Before COVID-19 pushed more of our lives online, from work meetings and doctor appointments to Zoom birthday parties and virtual learning, CAPS leaders committed to upgrading our web-based communications with members. The pandemic only strengthened that pledge.

Over the last year or so, the CAPS' Board, the CAPS Bargaining Team (CAPS Team), the Membership and Communications Committee, and CAPS staff launched new platforms and upgraded existing communications to make them more eye-pleasing, easier to read, more transparent, and more informative than ever.

Most of the additions and improvements have been made with no fanfare. Still, CAPS' leaders have heard from members who noticed the changes – particularly our frequent [CAPS Bargaining Updates](#) – and gave them thumbs up.

The CAPS Team, which I chair, sends those updates to inform members about our bargaining sessions to reach a successor Unit 10 Memorandum of Understanding (MOU). There's no higher duty for any union than bargaining its members' wages, hours, and terms and conditions of employment. And as the exclusive representative in bargaining, CAPS is accountable to members. You should know what we are doing.

All CAPS communications must value that principle because members can commit only to what they understand. CAPS' strength has always come from knowledgeable, steadfast State Scientists bound together by common concerns and objectives. Without informed solidarity, there is no collective power.

And without collective power, there is no CAPS.

That's why several Bargaining Updates have included "Be an Informed Member," a series of brief, easy-to-read summaries about CAPS' history and organization. Topics include how CAPS represents Unit 10 rank and file, supervisors, and managers; what bargaining does and does not cover; and even the method the CAPS Team and the State are using to bargain a new MOU.

Transparency, accountability, and member education motivated many changes intended to make CAPS' materials more accessible, insightful, and pleasurable to read.

We've refreshed CAPSule's layout for visual interest, re-formatted quarterly report [materials](#) to make them less cumbersome, and added more informative features to [CAPS Member Update emails](#). We've expanded our [Twitter](#) and [YouTube](#) social media stable with an [Instagram](#) account. The CAPS Member and Communications Committee, chaired by Treasurer Kelley Aubushon, has built CAPS' web-based [communications tools page](#) into a useful, up-to-date, eye-catching library of infographics and flyers. You can share them online or download and print them out.

All of these member communications improvements reflect the CAPS Board of Directors' respect for State Scientists. We are all professionals who value facts, so it's reasonable for CAPS members to seek useful information about their union. As CAPS leaders, we owe you that.

Of course, none of this happens without your support. So thank you for your commitment. CAPS leadership doesn't take it for granted. We're listening when you communicate with us – and we always want to improve our communications with you.

► ...continued from page 2

If you work for PARKS, the MOU treats your uniform allowance differently. Instead of using each employee's anniversary date, PARKS sets a department-wide uniform replacement allowance anniversary date of February 1. So, if you don't have a full year in the uniformed position as of that date, the department will prorate the allowance "in accordance with existing laws, rules, and regulations." When February 1 rolls around again, you will qualify for the full PARKS allowance. You can read the MOU's uniform replacement allowance provisions [here](#).

So what does CAPS' MOU say about safety footwear?

If you are required to wear specific safety or protective footwear for your work, but the State doesn't provide it, you are eligible for a reimbursement of up to \$275

every two years, according to the MOU. The terms don't require you submit for the entire amount, nor do they limit you to one claim every other year. If you exceed the \$275 in a two-year period, you'll likely need to pay out of pocket for replacement footwear.

Can I spend the biennial \$275 footwear allowance on more than one pair of safety shoes or boots over the two-year span?




The MOU doesn't limit the allowance to one pair. If you need to replace your footwear sooner and have not yet met the cap, your department's policy may allow you to submit claims annually. If your department has a different interpretation, please contact your nearest CAPS office. And go in armed with knowledge: Read the footwear provisions of the MOU [here](#).



GET TRAINING, REFER NEW MEMBERS, EARN REWARDS

It's no secret that CAPS' strength comes from the solidarity of our more than 3,000 members statewide who support better pay, guaranteed pensions, great health benefits, and job security for Unit 10 employees. It's also no secret that as long-time members retire from state service, it is crucial to add newly hired State Scientists as CAPS members.

CAPS pays a \$50 incentive bonus to members for each Unit 10 rank-and-file employee or supervisor who signs up. Here's how you can participate:

-  Any time a State Scientist joins CAPS and puts your name in the member application's "referred by" field, you receive \$50 – and CAPS gains strength!
-  CAPS' Local Representatives and trained recruiters receive non-member lists of new Unit 10 hires and other State Scientists who haven't yet joined CAPS.
-  To become a trained recruiter or Local Rep, contact CAPS staff (caps@capsscscientists.org). All trainings are one hour and will equip you to effectively explain the value of CAPS' membership and answer basic questions about our union.

Choose UNITY! Choose STRENGTH! CHOOSE CAPS!

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**CAPS
OFFICES WILL
BE CLOSED**

**December 25, 2020
& January 1, 2021**