

**AUGUST ISSUE: #21-8**  
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# 2022 Health Plan Monthly Premiums for Unit 10 Employees

CalPERS' health care Open Enrollment will take place from September 20 to October 15. These tables compare the monthly premiums for each in state medical plan in 2021 and [2022](#) and your out-of-pocket costs after the State pays [its share](#). More Open Enrollment information will be available through your [myCalPERS](#) account beginning September 13. Changes made during Open Enrollment take effect January 1, 2022. The State has released its 2022 CoBen contribution, which sets the employer's payment toward supervisors' and managers' health care. Please see page 4 for further details. *Dollar amounts are rounded.*

## State Employer Contribution for 2022



**Employee Only \$651**  
 \$607 (in 2021)



**Two-Party \$1,302**  
 \$1,216 (in 2021)



**Family \$1,686**  
 \$1,567 (in 2021)

Anthem Blue Cross Del Norte			
Premium	Single	Two-Party	Family
2022	\$947	\$1,894	\$2,462
2021	\$849	\$1,698	\$2,208
Out-of-Pocket Cost			
2022	\$296	\$592	\$776
2021	\$242	\$482	\$641

Anthem Blue Cross Select			
Premium	Single	Two-Party	Family
2022	\$848	\$1,696	\$2,205
2021	\$801	\$1,601	\$2,081
Out-of-Pocket Cost			
2022	\$197	\$394	\$519
2021	\$194	\$385	\$514

Anthem Blue Cross Traditional				
Premium	Single	Two-Party	Family	
2022	\$1,198	\$2,396	\$3,115	
2021	\$1,220	\$2,441	\$3,173	
Out-of-Pocket Cost				
2022	\$547	\$1,094	\$1,429	
2021	\$613	\$1,225	\$1,606	

Blue Shield Access+				
Premium	Single	Two-Party	Family	
2022	\$900	\$1,800	\$2,341	
2021	\$939	\$1,878	\$2,441	
Out-of-Pocket Cost				
2022	\$249	\$498	\$655	
2021	\$332	\$662	\$874	

Blue Shield Access+ EPO			
Premium	Single	Two-Party	Family
2022	\$900	\$1,800	\$2,341
2021	\$939	\$1,878	\$2,441
Out-of-Pocket Cost			
2022	\$249	\$498	\$655
2021	\$332	\$662	\$874

Blue Shield Trio			
Premium	Single	Two-Party	Family
2022	\$743	\$1,485	\$1,931
2021	\$723	\$1,445	\$1,879
Out-of-Pocket Cost			
2022	\$92	\$183	\$245
2021	\$116	\$229	\$312

Health Net Salud y Más			
Premium	Single	Two-Party	Family
2022	\$487	\$973	\$1,265
2021	\$425	\$850	\$1,105
Out-of-Pocket Cost			
2022	\$0	\$0	\$0
2021	\$0	\$0	\$0

Health Net SmartCare			
Premium	Single	Two-Party	Family
2022	\$1,007	\$2,014	\$2,619
2021	\$924	\$1,849	\$2,403
Out-of-Pocket Cost			
2022	\$356	\$712	\$933
2021	\$317	\$633	\$836

Kaiser Permanente			
Premium	Single	Two-Party	Family
2022	\$762	\$1,609	\$2,092
2021	\$762	\$1,523	\$1,980
Out-of-Pocket Cost			
2022	\$111	\$307	\$406
2021	\$155	\$307	\$413

PERS Gold*			
Premium	Single	Two-Party	Family
2022	\$805	\$1,301	\$1,691
2021	\$527	\$1,055	\$1,371
Out-of-Pocket Cost			
2022	\$154	\$0	\$5
2021	\$0	\$0	\$0

PERS Platinum*			
Premium	Single	Two-Party	Family
2022	\$947	\$1,894	\$2,462
2021	\$849	\$1,698	\$2,208
Out-of-Pocket Cost			
2022	\$296	\$592	\$776
2021	\$242	\$482	\$641

Sharp Performance Plus			
Premium	Single	Two-Party	Family
2022	\$699	\$1,398	\$1,818
2021	\$632	\$1,265	\$1,644
Out-of-Pocket Cost			
2022	\$48	\$96	\$132
2021	\$25	\$49	\$77

United Healthcare Signature Alliance**			
Premium	Single	Two-Party	Family
2022	\$756	\$1,636	\$2,127
2021	\$756	\$1,511	\$1,965
Out-of-Pocket Cost			
2022	\$105	\$334	\$441
2021	\$149	\$295	\$398

United Healthcare Signature Harmony™			
Premium	Single	Two-Party	Family
2022	\$737	\$1,475	\$1,917
2021	\$0	\$0	\$0
Out-of-Pocket Cost			
2022	\$86	\$173	\$231
2021	\$0	\$0	\$0

Western Health Advantage			
Premium	Single	Two-Party	Family
2022	\$741	\$1,483	\$1,927
2021	\$757	\$1,514	\$1,968
Out-of-Pocket Cost			
2022	\$90	\$181	\$241
2021	\$150	\$298	\$401

\*Replaces PERS Select, Care, and Choice plans. | \*\*Replaces United Healthcare Signature Value Alliance.

# CAPS SUPPORTS MEMBERS' PROFESSIONAL GROWTH WITH A TOTAL \$1,600 IN GRANTS



As one of the many benefits of membership, CAPS' Professional Development Grant Program provides up to four quarterly \$400 awards to support scientific research and professional development activities that the State does not fully fund. The Member Benefits Committee, which reviews applications, recently awarded 2nd quarter grants to these four deserving members:

Based in Redding, Fish & Wildlife Environmental Scientist **Jennifer Carlson** will use her \$400 grant to help purchase electronic equipment for studying the state-threatened Sierra Nevada red fox. The telemetry equipment, including an antenna and receiver, will help Carlson locate dens each year and collect genetic material to identify pups.

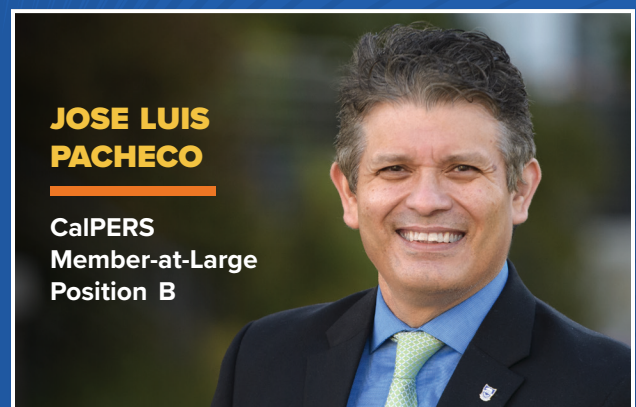
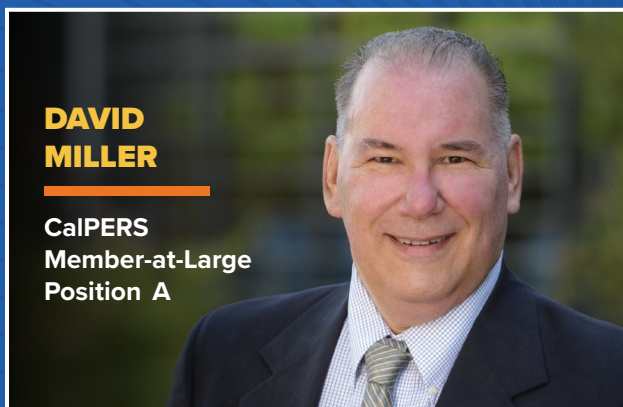
**Qingyu Meng**, a Staff Toxicologist (Specialist) with the Department of Toxic Substances Control in Sacramento, used the CAPS grant to offset registration costs for two conferences. The Toxicology Forum – 2021 Virtual Summer Meeting from July 27 – August 4, and the Society of Risk Analysis 2021 Online Virtual Meeting scheduled for December 5–9 “are highly relevant to my duties,” Meng’s application noted, with documentation that supported that assertion.

Environmental Scientist **Alexander Single**, who works out of the Department of Water Resources’ (DWR) Fresno office, used his CAPS grant to recoup registration costs for a workshop series that teaches participants how to handle California red-legged frogs. Once Single completes the course, he will be qualified to apply for a federal permit required to survey DWR worksites for the presence of the threatened species.

Gorman-based Environmental Scientist **Jessica Vannatta**, who works for the State Department of Parks and Recreation, won a grant to purchase equipment to hand-capture and monitor bats. “Bats are understudied, and many species are considered species of special concern,” Vannatta wrote on the grant application. “This equipment will allow us to learn more about local bat diversity and morphology.”

*The Member Benefits Committee prefers disbursing awards among CAPS members in various state departments and agencies, to the extent possible. The Committee selects up to four award recipients each January, April, July, and October for the prior quarter. You can find details about this popular members-only program and how to apply on the CAPS Professional Development Grants page at [capsscientists.org/application/benefits/grant](https://capsscientists.org/application/benefits/grant).*

## PLEASE VOTE MILLER, PACHECO FOR CALPERS BOARD! Ballots must be received by September 27



Last month’s CAPSule detailed the many reasons CAPS endorses State Scientist David Miller’s re-election to the CalPERS Board of Directors and the candidacy of Jose Luis Pacheco, who is running for another open Board seat.

Still, this election is so vital that we want to take another opportunity to urge every CAPS member to vote. The CalPERS Board has just 13 seats, but CalPERS members elect only six. The Board oversees a pension fund with assets of \$474 billion – more than double the State of California’s record-setting \$196 billion budget for FY 2021-22. The stakes for public employees are enormous, yet relatively few CalPERS members participate in the fund’s Board elections.

CalPERS mailed a ballot package to eligible voters on August 27, 2021, that includes voting instructions. To be counted, your vote must be received by mail, telephone, or online by 11:59 p.m. PST on September 27. If you have questions about the board election process or need further assistance, email the CalPERS Board Election Coordinator or call (800) 794-2297.

## President's Column

Margarita Gordus



### THE STATE'S RETURN-TO-WORK POLICIES

I've heard from many members who want to know CAPS' position on Governor Gavin Newsom's requirement that employees show proof of vaccination or undergo weekly COVID testing and wear masks at work.

CAPS Board of Directors, which discusses and votes on our union's official positions, has not taken one on the Governor's policy. Rather, as CAPS does with every new policy, our responsibility is to determine whether it complies with applicable laws and the CAPS' Memorandum of Understanding (MOU). CAPS' attorneys spent considerable time reviewing relevant case law, statutes, regulations, and the MOU to conclude that the Governor's policy is lawful. We understand that other unions have taken different positions – and we respect and understand their reasons for doing so.

CAPS must represent ALL members. And, over the last month, we have learned that our members have very firmly held, widely diverse opinions on the Governor's requirements.

To be clear, if we concluded that the Governor's order violated any of our members' rights, we would fight it. CAPS has never been shy about doing this. CAPS was at the forefront of furlough lawsuits over a decade ago – and has continued to be active in the courts since. Whenever CAPS has determined a legal challenge is warranted, has a reasonable likelihood of success, and is in the best interests of our members, we take the appropriate action. Here, that is just not the case.

That said, CAPS had many questions for the Governor's representative, the Department of Human Resources (CalHR), and posed them within a few days after learning about the policy. According to CalHR, the questions we asked helped them understand the matters important to our members and were critical to getting them addressed.

For example, CAPS requested information regarding whether employees on full remote duty would need to travel to the office to get weekly testing. The answer from the preliminary conversations we are having with the Administration is no. CAPS also asked about compensated time for testing. Since this is a health and safety precaution for the employer's benefit, the Administration said that State Scientists will not need to use their own time for testing.

In sum, we respect all our members and their opinions. And we strive to do our best to advise you the best way we know how. With all of this in mind, CAPS advises you to comply with the Governor's policy. We understand that this is not the advice some of our members want us to provide. However, it is the best advice to ensure you do not jeopardize your career. If you refuse to comply with the policy, your department can (and likely will) take disciplinary action against you. We do not want this to happen. If any member needs individual representation, I encourage you to contact your nearest CAPS office in Sacramento, San Francisco, or Los Angeles to discuss this further.

Finally, I want to thank you for supporting CAPS during these genuinely unprecedented times. These moments test our solidarity. I know that, together, we will emerge stronger for committing to each other despite our differences.

## CAPS DOUBLES CASH INCENTIVE FOR RECRUITING MEMBERS



Adding newly hired scientists to our union is crucial to keep CAPS strong, particularly because many long-time members are retiring from State service.

So to spur membership signups, from now until the end of 2021, CAPS pays **\$100** (up from \$50) to members who successfully refer a Unit 10 rank-and-file employee or supervisor to sign up. So any time a State Scientist joins CAPS and puts your name in the member application's "referred by" field, **you receive \$100** – and CAPS gets stronger! **The incentive bonus will return to \$50 on January 1, 2022, so sign the members up this year!**

Any CAPS member can qualify for the bonus, but **trained recruiters** regularly receive lists of new Unit 10 hires. The training, which lasts about **one hour**, provides **tips, talking points, and other tools** to effectively explain the value of membership and answer basic questions about our union. If you would like to become a trained recruiter, please contact CAPS staff at [caps@capsscscientists.org](mailto:caps@capsscscientists.org).

## 2022 STATE HEALTH CARE REIMBURSEMENT SET FOR SUPERVISORS AND MANAGERS



Supervisors and managers are covered by what is known as CoBen. The State makes a contribution which the individual can then apply to health and dental premiums. For 2022, the CoBen benefit allowance is \$697 for the employee only, \$1,377 for two-party, and \$1,790 for families.

### Your CAPS Consultation

## YOU MAY QUALIFY FOR TIME OFF DURING A STATE OF EMERGENCY IF ...

#### Question:

I live and work in a county where the Governor has declared a state of emergency because of a wildfire. Does that trigger any special considerations for me?

#### Answer:

As of mid-August, Governor Gavin Newsom had declared states of emergency for Siskiyou, Nevada, Placer, and El Dorado counties due to wildfires that have burned hundreds of thousands of acres and displaced tens of thousands of residents. The Governor may issue more declarations for other counties as he deems conditions merit.

If you **live or work** in a declared state-of-emergency area and meet one of the following conditions, you may qualify for Administrative Time Off under [California Code of Regulations 599.785.5](#), **subject to approval by your employer**:

- Your normal place of business is temporarily closed during your normal work shift due to the effects of the emergency.
- The emergency prevents your ability to find reasonable routes or transportation from your residence to your workplace.
- The emergency presents an immediate and grave peril to you, your immediate family, or your principal residence.
- You are actively involved in a formal, organized effort to protect the health and safety of the general public (i.e., you're a member of the auxiliary fire or police department, or local authorities ask you to assist with sandbagging efforts).
- You need to take time off to apply for disaster assistance from the Federal Emergency Management Agency.

*Your CAPS Consultation highlights timely issues that come to the attention of CAPS' labor-relations consultants and attorneys. Our seasoned, knowledgeable professionals assist CAPS Members – and only members – on matters concerning the Unit 10 MOU, supervisory/managerial disputes, state labor law, and civil service rules and regulations.*

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