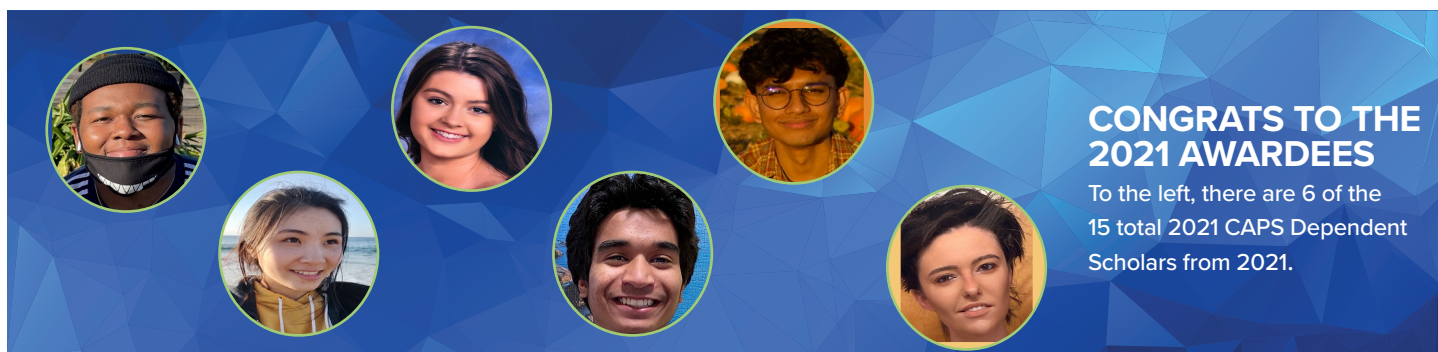


CAPS ACCEPTING DEPENDENT SCHOLARSHIP APPLICATIONS



One benefit of CAPS membership is the Dependent Scholarship Program, which each year awards \$500 college scholarships to the children and other legal dependents of CAPS members.

Qualified applicants must be enrolled in an accredited university or community college (but not a vocational school) and complete a CAPS Scholarship Application. Be advised: The competition for scholarships is steep. Last year, about 1 in 5 applicants received a scholarship. The number of scholarships awarded each year is based on the number of applicants and the availability of funds. **The rules and a link to the application are available [here](#).**

The Member Benefits Committee, which selects the winning submissions, urges applicants to fill out the form carefully. Failure to complete the application in its entirety – including photo attachments, proof of enrollment documentation, the 25-word statement, or student and sponsor contact information – is the leading reason applicants are dropped from consideration each year. So PLEASE fill in ALL the information to maximize your chance to win!

FEDERAL GOVERNMENT FORGIVING CERTAIN STUDENT DEBT

Federal Student Aid
An OFFICE of the U.S. DEPARTMENT of EDUCATION

Did you receive a federal student loan under the William D. Ford Direct Student Loan Program (often referred to as a Direct Loan)? Have you consolidated other federal student loans into a Direct Consolidation Loan? If so, you may qualify to have those debts forgiven through the Public Service Loan Forgiveness Program. Qualifying applicants must work full-time for a government organization at any level and have made 120 qualifying monthly payments after October 1, 2007. To learn more about the program or to determine your eligibility, please visit the Federal Student Aid website through this [link](#).

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ESTABLISHED IN 1984

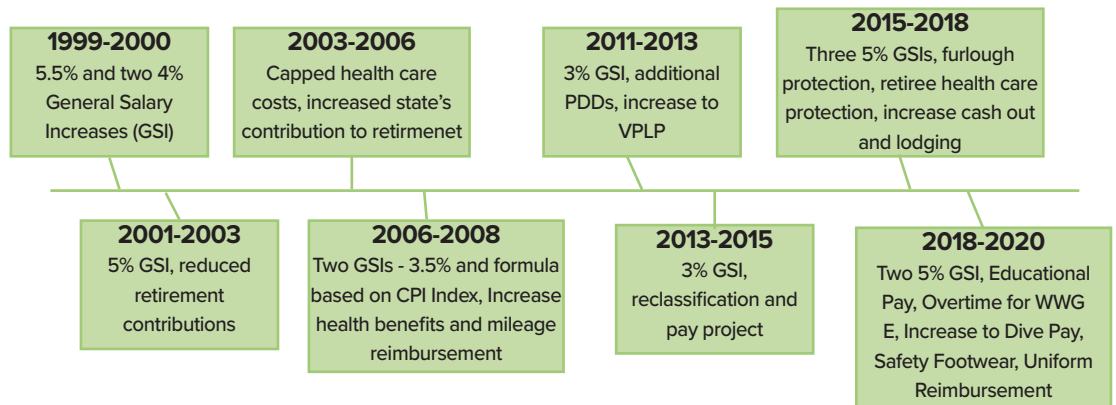
A LOOK INTO HOW CAPS WAS BUILT

CAPS was formed in 1984 by State Scientists for State Scientists, to represent our professional interests. Thoughtful State Scientists at the time wanted a union dedicated solely to the employment and professional needs of State Scientists. Previously, Unit 10 was part of a conglomerate union. But, State Scientists felt as though their voices were lost within the clamor of thousands of other unrelated state employees in that organization.

So, after a statewide vote, CAPS was established as the exclusive representative for State Scientists. This means that CAPS represents YOU in the workplace, in the Legislature, and, when necessary, in the court of law. With the collective support of the membership, CAPS negotiates higher salaries, protects your retirement, health benefits and your right to continued employment. State Scientists are stronger together, working as one.

THE CALIFORNIA ASSOCIATION OF PROFESSIONAL SCIENTISTS IS AN INDEPENDENT UNION FORMED SOLELY FOR THE PURPOSE OF REPRESENTING THE INTERESTS OF SCIENTISTS IN CALIFORNIA STATE SERVICE.

CAPS has negotiated increases to benefits, like compensation, over time with the state of California. Each subsequent Memorandum of Understanding (MOU) builds upon prior successes. While the MOUs with the state of California go back to the first MOU, effective from 1985-1987, below is a summary of the past 8 MOUs.



Since the 2020 MOU, the CAPS Bargaining Team has been fighting hard to ensure the successor MOU will contain benefits and compensation that is rightfully suited for Unit 10. In the interim, they have negotiated 5 Side Letters, one of which restored the deferred 5% GSI from 2020 and provided an additional 2.63% GSI for a total of 7.63% GSI in 2021.

CAPS FOLLOWS

THREE LEADING PRINCIPLES

PROFESSIONALISM

CAPS is committed to helping individual scientists fulfill their needs as professionals - men and women with roles in the world community of science and with occupational responsibilities as well.

INDEPENDENCE

CAPS members are pledged to pursuing professional courses of action determined without regard to political influences.

PROFESSIONAL ADVOCACY

CAPS takes a firm but responsible approach to representing its membership in legislative matters, contract negotiations and individual personnel actions.

CAPS BARGAINING TEAM REPORT

The CAPS Bargaining Team (CAPS Team) continues to bargain with their CalHR counterparts on a successor Memorandum of Understanding (MOU) that provides pay equity for ALL State Scientists. While that goal has not yet been achieved, the two parties did recently reach tentative agreement (TA) on five sections of our next MOU: the Preamble; 7.11 – On-Call Assignments – Public Health; 7.12 – Telework Joint Labor-Management Committee; 10.6 – Representative Time Off; 10.10 – Employee-Union Orientation. You can view these TA'd sections on the CAPS website [here](#).



TELEWORK STIPEND UPDATE



Governor Newsom recently signed a bill that funds telework stipends for Unit 10 employees retroactive to October 1, 2021. Several months ago, the CAPS Bargaining Team agreed with the State on a Side Letter that provides “remote-centered” employees (working from home 50% or more of the time) with a \$50 telework stipend each month. “Office-centered” Unit 10 employees (working more than 50% of the time in the office) are eligible to receive \$25 per month.

With funding secured, CAPS is working with the State Controller’s Office and departments that employ State Scientists to ensure the telework stipends are paid as quickly as possible. Meanwhile, there’s no reason to wait if you haven’t filed paperwork to receive your stipend. Please click [here](#) for the Telework Agreement Form (STD 200). And this [link](#) opens the State Telework Policy.



TELL GOVERNOR NEWSOM TO BARGAIN PAY EQUITY!

With the simple click of a mouse or the touch of a finger, you can boost CAPS’ new social media campaign to let Governor Gavin Newsom know that State Scientists deserve pay equity.

The CAPS Twitter account, [@capsscientists](#), has launched #AvoidCollapse to tell the Governor that inequitable salaries are forcing State Scientists to leave and threaten his pro-science legacy. The pithy tweets reflect CAPS’ bargaining strategy to focus on six intertwined [worldwide crises](#), how State Scientists’ work leads the globe in the quest for solutions, but that inequitable pay is destroying California’s international scientific leadership. The messages post at noon every other business day and target the Governor’s Twitter account ([@GavinNewsom](#)) with requests that he bargain with CAPS to close the pay gap.

So how can you help?

1. If you’re not a Twitter user, [sign up](#). It’s free and simple. Then log on.
2. Search for #AvoidCollapse by touching the magnifying glass (mobile devices) or by using the “Search Twitter” field that opens in the upper right corner (desktop computers).
3. Scroll down and “like” the tweets with which you agree by tapping the heart icon at the bottom of each post. Liking a post tells the world that you enjoyed, agreed with, or admired it. Likes also enlarge a Tweet’s audience because more people will see a Tweet as more people like it. (Politicians, including Governor Newsom, are sensitive to public opinion, and Twitter reactions are one way they gauge it.)
4. Check-in regularly to search for and like future #AvoidCollapse tweets.

Please join nearly 1,000 Twitter users – State Scientists, politicians, department leaders, non-governmental organizations, and others – who follow [@capsscientists](#) and the #AvoidCollapse campaign!



President's Column

Margarita Gordus



CAPS MEMBERSHIP HAS BENEFITS!

The greatest value of CAPS membership is what we, together, are doing to increase your salary, improve and protect your benefits, and aggressively represent your interests in every forum where your employment and professional interests are at stake: at the bargaining table, in the state legislature, and in the forum of public opinion.

But the value of a CAPS membership extends beyond these core concerns because we negotiate [group discounts](#) with entertainment venues, insurance companies, travel firms, and more. Here are a few examples:

[Insurance](#): Your membership includes \$5,000 of term life insurance and \$5,000 of accidental death coverage, with options to purchase more at group rates. Discounted home, auto, and pet insurance are also available at CAPS-negotiated rates.

[Consumer discounts](#): CAPS members are eligible for 10% off any 24-Hour Fitness membership and discounted class fees at Orange Theory locations in Fresno and Clovis. Your membership also unlocks deals on admissions to Universal Studios, Seaworld-San Diego, Legoland, California's Great America, Six Flags, and more through an agreement with Working Advantage.

[Travel assistance](#): Assist America and CAPS have partnered to offer a suite of planning and emergency services for members and their families preparing to travel.

Grants and scholarships: Each quarter, CAPS awards up to four [Professional Development Grants](#) of \$400 to support members' scientific research and career enhancement activities that the State does not fully reimburse. And this month, CAPS has started soliciting online applications for our [Dependent Scholarship Program](#), which bestows \$500 scholarships to students attending college in the Fall. (See page 4 for more details.)

CAPS remains focused on its duty to improve your pay, protect your pension, advance your benefits, and protect your job.. But as you can see from the partial list above, we also look for opportunities to expand membership benefits because we always want to increase the value of being a CAPS member.

You deserve it.

Choose unity. Choose strength. Choose CAPS!