



CALIFORNIA ASSOCIATION OF PROFESSIONAL SCIENTISTS

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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.



Since 1984, California State Scientists have chosen to stand together in solidarity, as a union, known as the California Association of Professional Scientists (CAPS) to advocate for:

Competitive Salaries
Quality Health Care
Retirement Security
Rights in the Workplace
Scientific Programs in State Government

The monthly dues of \$59 are a long-term investment in a better workplace, career security and protecting the benefits promised to you and your family, including a secure retirement.

CAPS MEMBERSHIP APPLICATION

The California Association of Professional Scientists is MY Union! I understand that strong representation requires all represented members to contribute. Therefore, I commit to standing together with my fellow state scientists and my union.

Last Name		First Name		Middle Initial	
Work Phone			Personal Phone		
Work Email					
Personal Email					
Home Address					
City		State		Zip Code	
Work Address					
City		State		Zip Code	
Referred By					

I hereby apply for membership in California Association of Professional Scientists (CAPS) and designate CAPS as my exclusive representative for all matters relating to wages, hours, and other terms and conditions of employment for all other purposes provided by law.

I authorize the State Controller to deduct from my salary and transmit as designated an amount for membership dues and any benefit program for which I have applied which is sponsored by CAPS. This authorization will remain in effect until canceled by myself or by CAPS subject to the provisions of the Unit 10 Memorandum of Understanding which may limit the time period for withdrawal of membership. I understand that termination of membership will cancel all deductions made under that authorization.

Signature	Date
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After completing this postage-paid form, please detach it, fold it, secure it with tape or staples, and drop it in the mail. Your CAPS membership and benefits immediately begin when CAPS receives your application.

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President's Column

Margarita Gordus



A LESSON DELIVERED BY AMAZON

Let's start with a quick quiz.

Why are the people celebrating in the picture below?

- Their team just won the World Series.
- A lottery ticket they purchased together hit the Mega Millions jackpot.
- It's 12:00:01 on January 1, 2022.



Actually, it's none of those reasons. The correct answer is

- They're New York warehouse employees who just found out they're members of a union.

The photo captures the moment officials announced Amazon workers at a fulfillment center in Staten Island had voted to unionize – a first for one of the world's most powerful companies. And it was a huge win for a grassroots campaign led by former and current Amazon employees with no outside help from established unions, such as SEIU or AFL-CIO. Almost 5,000 of 8,000 eligible workers cast their ballots. The returns to form a union won by more than 500 votes.

The New York Times called it “one of the biggest victories for organized labor in a generation” despite Amazon's pressure tactics: papering the warehouse walls with “Vote No” banners, launching an anti-labor website, mandatory weekly “training” meetings that promoted anti-union messages, and a messaging campaign crafted by an influential consulting firm.

Amazon fired the union's top organizer, Chris Smalls, supposedly for violating COVID-19 rules two years ago, and then later the company called the police to allege he had trespassed on warehouse grounds. An Amazon attorney dismissively described Smalls, as “not smart or articulate” and incapable of projecting legitimacy.

And still, with nothing more than talking points and a little GoFundMe money to buy pizzas and pay for barbecues, Smalls and his band of organizers won by talking to employees. They connected individually and consistently to build a movement.

Consider this: Smalls and ALU organizers are battling to claim the same union rights that California State Scientists have enjoyed for decades. While we fight at the bargaining table, they're fighting just to reach the bargaining table. We are bargaining for pay equity. They are struggling for a living wage. We work for an entity with the power to create law, deny liberty, and confiscate property, but it generally supports

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CAPS BARGAINING UPDATE



YOUR CAPS CONSULTATION

RANGE PLACEMENT CORRECTIONS CAN PUT MONEY IN A MEMBER'S POCKET

Question: I was talking with a colleague about our careers, and during the conversation, I realized that I have more experience and education than they do, but for some reason, they were hired at a higher-paying range in our classification. Is there anything that can be done about this? It doesn't seem fair. By the way, I'm a CAPS member.

Answer: All scientific classifications with ranges, such as the Environmental Scientist classification, can be reviewed for a range placement correction. Many State Scientists have years of scientific experience before joining state service in a professional, research, or internship setting. If your department should have counted your experience and didn't, you may have been incorrectly placed in a lower range with a lower salary.

Fortunately, you're a CAPS member, so all you need to do is contact your local CAPS office and speak with a labor consultant. CAPS staff will probably ask for your application from your time of hire and an updated resume, among other items. Upon reviewing those materials, staff may submit a Merit Issue Complaint on your behalf.

There's no guarantee, but you may receive backpay from your time of hire and placement in a higher range with a higher salary if your claim is granted. Range placement review is just one of the many benefits of CAPS membership. If you're not a member, join today.

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

Your CAPS Bargaining Team (CAPS Team) continues advocating pay equity for all State Scientists during frequent bargaining sessions with their counterparts from the Department of Human Resources (CalHR), representing Governor Gavin Newsom's Administration.

Rather than present this as solely a monetary disagreement, however, the CAPS Team has framed the discussion as "avoiding collapse" as our State, the nation, and our world confront several existential crises that only science-driven policies can address. Moreover, California is known for its leadership in these areas. Therefore, it is in the best interests of all concerned to build a competitive compensation program that returns California civil service as the destination of choice for outstanding scientists who will maintain and expand California's global leadership.

During the last two years of bargaining, the CAPS Team cited many sources inside the government that reinforce this outlook. They include letters from concerned Agency Secretaries, CalHR's salary comparison reports, policies and statutes that require reasonable pay relationships with attached supervisors and managers, and like-pay-for-like-work requirements that have gone ignored for years.

The CAPS Team has presented advocacy and reporting from outside sources as well. For example, the Team passed an open letter signed by nearly four dozen non-governmental organizations supporting pay equity. And they highlighted a recent news report, "Morale killer: California scientists battle over pay disparities," that explains the Unit 10 pay issue and its consequences.

Of course, CAPS' power comes from a robust, committed membership that strengthens our union's ability to represent your interests at the bargaining table, in the courts, in the media, in the Capitol, and anywhere else necessary. Plus, CAPS members – and only members – receive regular bargaining updates via the CAPS Team's frequent reports from the bargaining table that provide insight and analysis about what is happening in talks with the State. Members also have the right to vote on ratifying the tentative agreement produced by bargaining.

If you're not a CAPS member, please consider joining today. Simply fill out and mail in the postage-paid form on the back of this CAPSule. Or skip the mail and use the secure online form at capsscscientists.org/application. Your membership immediately activates when CAPS processes the application.

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A LESSON DELIVERED BY AMAZON, CONTINUED...

unions. ALU members work for a commercial entity so powerful that it can affect working conditions in virtually every industry it touches worldwide – and it is hostile to unions.

Of course, we share beliefs with ALU. We understand solidarity breeds success. We know we are stronger together than when acting alone. We value grassroots organizing. Our union's volunteer structure keeps leadership close to the membership. We are a smaller union, but we punch above our weight in the Legislature, the courts, the bargaining table, the media, and anywhere else our interests are in play.

And we know State Scientists can best represent State Scientists. In the early 1980s, the State grouped scientists into Unit 10 for representation. The members voted to affiliate with a much larger union that included several other units with hundreds and hundreds of job classifications.

However, it soon became clear that the arrangement was not serving State Scientists and their unique interests well. So, in 1984, they broke away to start a union for State Scientists run by State Scientists. And CAPS was born.

If you are not a CAPS member, joining is simple and open to everyone – supervisors, managers, and rank-and-file employees. There's an application on the back of this newsletter that you can quickly fill out and drop in the mail. Or you can join online at capsscientists.org/application.

Your employer won't oppose you. Your job won't be threatened. There won't be any "meetings." No one is going to call the police. You won't have to wait for a vote from your peers to see whether you have union rights.

Chris Smalls and the ALU envy unions like CAPS. Don't take what you have – what we have – for granted.

Choose Unity. Choose Strength. Choose CAPS!



CALIFORNIA ASSOCIATION OF PROFESSIONAL SCIENTISTS

State Scientists are stronger together, working as one. Without a single, unified voice speaking up for ALL on pay, benefits, and other terms and conditions of employment, we would be dependent on the good faith and kindness of the Governor and the state Legislature for our compensation package.

When we all do our part, CAPS has the resources to protect our retirement, maintain quality health benefits, and make sure that equitable pay is our top priority at the bargaining table. A strong membership equals power in collective bargaining, with the Legislature and in representing members in all venues.

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