

THE CAPSULE

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ONE MEMBERSHIP, MANY BENEFITS

Since 1984, the California Association of Professional Scientists has represented Bargaining Unit 10 employees to improve wages and benefits, healthcare, and protect state science jobs. Your CAPS membership supports those vital functions, but there are many other rights and benefits that add value to being a part of the only state-authorized organization that represents State Scientists:



REPRESENTATION

CAPS' talented, experienced labor relations consultants and attorneys specialize in advising and representing members like you on employment issues.



MEMBERSHIP RIGHTS AND OPPORTUNITIES

You can make a difference: Vote on CAPS' labor contracts, become a CAPS Local Representative, vote in CAPS officer elections – or run for office yourself.



CAPS COMMUNICATIONS

You receive the monthly CAPSule newsletter, plus informative emails about bargaining and other vital news. You can also attend worksite meetings with CAPS leaders who explain town-hall style and what's happening with your union.



COMPLIMENTARY INSURANCE

You are automatically receiving complementary insurance from The Standard: \$5,000 in term life, \$5,000 in accidental death and dismemberment, and \$100,000 in travel accident coverage. Also, you may purchase additional coverages at favorable group rates negotiated by CAPS.



AUTO, HOME, AND PETS INSURANCE DISCOUNTS

You also qualify for substantial auto, home, and pet insurance savings with premiums paid via payroll deduction.



ASSIST AMERICA

You and eligible family members have access to medical, security, legal, and travel assistance when traveling more than 100 miles from home or internationally for trips of up to 180 days.



THEME PARKS AND CONSUMER DISCOUNTS

You can enjoy substantial discounts on various amusement parks and other vacation activities, and other goods and services.



CAPS PROFESSIONAL DEVELOPMENT GRANTS

As a CAPS member, you can apply for CAPS' quarterly \$400 grants that support scientific research and professional development not fully funded by the state.



DEPENDENT SCHOLARSHIPS

Each year CAPS awards college scholarships to dependents of CAPS members in good standing. Applications close on June 1 each year.

For more information about your CAPS member benefits, explore www.capsscienists.org/application/benefits/ or email CAPS@capsscienists.org.



CAPS CONTINUES TO MEET WITH DEPARTMENTS ABOUT TELEWORK POLICY

CAPS continues pressing for telework policies that provide maximum flexibility for State Scientists to perform tasks remotely. On June 10, CAPS leaders and staff held a Meet and Confer with CalEPA and labor representatives from Waterboards, Pesticide Regulations and CalRecycle. (DTSC and OEHHA were unable to attend.)

The teams reviewed the letter that CAPS submitted to notify CalEPA of our comments, concerns, and objections. The walk through produced some need for follow up from both teams – some information gathering from CalEPA's perspective and some suggested language to be provided to CalEPA from CAPS. After the groups addressed the letter, the CAPS group took the floor to ask pointed questions – such as the rationale behind a 2-day in office requirement, and what measures were being taken to mitigate the uptick in COVID-19 cases.

The CAPS group also detailed their own positive experiences with telework over the last two years, then concluded by pointing out departments with restrictive telework policies put themselves at a staffing disadvantage with employers that have more flexible policies.

Shortly after CAPS' meeting, the CalEPA departments released notices that the July 1 policy implementation date was delayed until mid-August to give them time to meet with the unions and to consider the policy in light of resurging COVID cases. The CAPS group will follow up with the CalEPA meet and confer group and may request a follow up meeting.

CAPS Launches Days of Action to Support Bargaining

CAPS is ramping up collective actions, including the Stand Up for Scientists rally at the Capitol, supporting our Bargaining Team (CAPS Team) as they enter a crucial period in talks with CalHR for a Memorandum of Understanding (MOU) that correctly values State Scientists and our vital work.

We need everyone – all CAPS members, colleagues, advocates, family, friends, and concerned citizens – to show the Governor the pay issue must be fixed now. Events include weekly social media, phone, and email message campaigns; electronic petition signings; and Science Action Wednesdays when members and supporters will wear CAPS shirts and use CAPS virtual backgrounds during online meetings.

On July 29, CAPS will organize a rally at the Capitol from noon to 2 p.m. to loudly support the CAPS Team and their work to secure an MOU with fair pay for all State Scientists! We need everyone to come out.

For more information about these and other actions and how you can participate, go to the Member Action Landing Page on the CAPS website at <https://capsscientists.org/get-involved/member-action>.

CAPS Bargaining Updates

Your CAPS Bargaining Team continues to meet with the State's Team, which represents Governor Newsom, as we work toward an agreement that achieves pay equity for all State Scientists. CAPS members can read and news at capsscientists.org/caps-bargaining-updates.

Need the members-only password? Contact your nearest CAPS office in Southern California, Sacramento, or the Bay Area.

Legislature Sends \$300 Billion "Placeholder" Budget to Governor Newsom

On June 15, the California Legislature sent Governor Gavin Newsom a preliminary state budget plan totaling more than \$300 billion, but their work on spending for the 2022-23 fiscal year was not finished.

Among the issues still on the table: How to distribute several billion in tax rebates to Californians. While negotiations between the governor and Democratic legislative leaders continued, the spending plan approved by the Legislature met a constitutional deadline of June 15 to submit a budget to the executive. The so-called "placeholder" plan was enough to avoid triggering another law that would have cut off legislative pay until a budget deal was done.

As of this writing, Senate and Assembly leaders expect to pass a real budget after finishing discussions with Newsom in June. That new plan will replace the one passed June 15. Whatever budget eventually passes, it will not include funding for new Memoranda of Understanding for CAPS or any of the other bargaining units with agreements that have expired or will soon. Those expenses will be funded in a series of "trailer bills" as the bargaining units reach terms with the administration.

Watch CAPS emails and CAPSule for more State Budget news as it develops.

President's Column

Margarita Gordus

WHY CAPS' HISTORY MATTERS

As we approach our nation's 247th Independence Day, I've been thinking about the importance of history in holding groups together. Whether we're talking about the United States or a union like CAPS, each generation must know its group's past to give meaning to the present and hope for the future.

CAPS history is rooted in a movement that started in the 1830s when government workers first organized at the U.S. Navy Shipyard to shorten the sun-up to sun-down workday, increase pay, and allow employees to eat lunch on the premises.

Our union is part of a tradition that includes the birth of private-sector unions during the depths of the Great Depression. That movement opened the door in 1959 for Wisconsin to become the first state to authorize collective bargaining by public employees. In 1962, President John Kennedy signed Executive Order 10988, which said, "... the right of Federal employees to deal collectively with the Federal departments and agencies in which they are employed should be protected." For the first time, federal employees could exercise their voice in the workplace.

In 1968, Governor Ronald Reagan – a former president of the Screen Actors Guild – signed the Meyers Milias Brown Act, giving collective-bargaining rights to local public agency employees statewide. The Educational Employment Relations Act of 1976 established collective bargaining in California's public K-12 schools and community colleges. Then two years later, the Ralph C. Dills Act gave California state employees the same rights.

But there was much left to hammer out. The Dills Act was quickly bogged down in lawsuits for several years. Once those were resolved, the California Public Employees Relations Board (PERB) divided state employees into 21 bargaining units. The system grouped employees by their broadly shared job duties and common interests in terms and conditions of employment. PERB placed State Scientists in Bargaining Unit 10.

Then employees in each unit had to vote on which organization would serve as their "exclusive representative" in contractual negotiations over wages, hours, and other terms and conditions of employment. State Scientists joined a dozen different units representing classifications from custodial staff and printers to computer programmers and nurses to select one of the largest unions in the country, thinking that its size and experience would be helpful in bargaining with the State of California.

However, it soon became clear that members' interests in the relatively small Unit 10 were not the union's priority. Instead, larger units held sway at the expense of skilled, educated scientists' unique needs. So, Unit 10 employees in 1984 made a collective decision unprecedented since the Dills Act: They voted overwhelmingly to form a new union founded by State Scientists, run by State Scientists, for State Scientists – and no one else. Thus, the California Association of Professional Scientists was born.

CAPS' story is part of a two-century tradition that includes firefighters, teachers, sanitation workers, hospital staff, railroad workers, postal employees, printers, park laborers, public golf course caddies, gravediggers, construction workers, and other public employees who collectively acted to improve wages and working conditions. For much of history, they were armed with nothing more than unity of purpose and the conviction that working together was better than acting alone.

So, as we think about our national origin on July 4th, I encourage you to remember our story to renew your commitment to CAPS, each other, and colleagues who have not yet joined our cause.

Choose Unity. Choose Strength. Choose CAPS!



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CAPS ACCEPTING MEMBER APPLICATIONS FOR NEW MEDIA RESPONSE PROGRAM

CAPS is about to launch a new program to respond to news media requests for interviews and offer members' stories when seeking coverage from the press on issues such as Unit 10 pay. We need members like you to help.

A link to an online application for members interested in participating in the new Media Response Program is available at <https://airtable.com/shrxDVRXltNtux1Jp>. Those selected will be made available to reporters seeking comments for news reports, including coverage of State Scientists' salaries.

Participants will speak publicly with the understanding that they are speaking only for themselves, not their employer or the union. However, CAPS will provide media training to all participants, and Media Relations staff will help them prepare for specific interviews. If you have questions about the program, please email them to caps@capsscientists.org.

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