

CAPSULE



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Ballots for the November 8, 2022, General Election were mailed to all California registered voters this month. CAPS urges all Unit 10 employees to vote on or before Election Day. Mailed ballots must be postmarked by November 8 or dropped off in a secure ballot drop box by 8 p.m. that night.

The CAPS Board of Directors has endorsed statewide and legislative candidates and one ballot measure that you can find on CAPS' website at capsscientists.org/legislative-program/caps-2022-election-endorsements. CAPS Political Action Committee (PAC) reviewed candidate questionnaires and analyzed all the ballot measures, and then made endorsement recommendations based solely on advancing the interests of State Scientists' pay, pensions, healthcare and job security. Ultimately, of course, your vote is your own. The CAPS endorsements are researched suggestions for you to consider.

CAPS MOU ALLOWS PTO TO VOLUNTEER

If you would like to volunteer to serve as a member of a Precinct Election Board, the CAPS Memorandum of Understanding (MOU) provides that CAPS-represented employees may be granted paid time off with prior approval from their supervisor. Under the MOU, employees are eligible for their regular state compensation and any fee paid by your county registrar of voters. Please go to capsscientists.org/2018-2020-mou/article-3-leaves and scroll to MOU Section 3.18 for details.

THREE CAPS MEMBERES WIN CDFW 2022 EMPLOYEE EXCELLENCE AWARD

Each year, the Department of Fish & Wildlife's (CDFW) Employee Excellence Awards program recognizes employees for work that exemplifies CDFW's core values in innovation, partnership, vision, organizational enhancement, service, scientific excellence, and leadership.

CAPS congratulates three members who won recognition this year:



VISION:
Angela Baker,
who is on the North Central
Region Human Wildlife
Conflict Team.



SERVICE:
Jeb Bjerke,
a member of the North
Central Region Hatcheries
Fish Hauling Staff.



PARTNERSHIP:
Dylan Inskeep,
a member of the
Groundfish Management
and Innovation Team.

CAPS wants to share our members' career successes. So, if you have recently received an award or some other professional recognition, please call it to our attention by sending documentation, such as a webpage link, scanned certification, etc., to caps@capsscientists.org.

COVID-19 SUPPLEMENTAL SICK LEAVE EXTENDED



Last month, Governor Gavin Newsom signed AB 152, which extends the supplemental COVID-19 paid sick-leave benefit for California workers. The measure took effect immediately to ensure that CAPS members, and all state employees, have access to up to 80 hours of COVID-19 paid sick leave through December 31, 2022. Previously, this benefit was only available through September 30, 2022. In addition, the leave is retroactive to time off taken since January 1, 2022, and may be used by employees who are unable to work due to illness, have been advised for quarantine, and those caring for COVID-impacted family members.

President's Column

Margarita Gordus

8 THINGS YOU CAN DO TO STRENGTHEN CAPS

A union is kind of like twigs when they are tied together. Individually, twigs are easily snapped. But when bound together, they can be as sturdy as a tree trunk. The more that are bundled, the stronger they collectively become.

Another measure of CAPS' strength is the degree to which members sacrifice time and effort for the benefit of our union. You're doing that right now by taking the time to read this edition of CAPSule to keep abreast of CAPS news.

Here are eight other ways to engage with CAPS:

Plug into CAPS online. CAPS leaders understand building and maintaining collective strength requires explaining how CAPS is fighting for members' pay, pensions, health care benefits, and job security. That's why CAPS publishes CAPSule, posts regularly on [Twitter](#) and [Instagram](#) (handle: @capsscscientists), archives videos on YouTube (account name: CAPS Scientists), and emails members-only news updates every week. In addition, our website, capsscscientists.org, is a rich resource for all things CAPS. Most of the website is password protected, so please call (916) 441-2629 if you need assistance.

Vote. Members – and only members – have the right to participate in union elections and contract ratification votes. The more members who vote, the more effectively our union democracy represents everyone – and the greater our Bargaining Team's leverage the next time they return to the table.

Keep your CAPS membership if you promote to management. Although supervisors and managers aren't entitled to full collective bargaining, the [Excluded Employees Bill of Rights](#), passed in 1990 with CAPS' strong support, requires the State to meet and confer with organizations representing non-union employees (e.g. supervisors and managers assigned to a bargaining unit) regarding wages, hours, and working conditions. The CAPS Supervisor Committee, led by Chair Kelley Aubushon, leads these important efforts. CAPS managerial members also enjoy other benefits of membership (one exception being rank-and-file MOU ratification votes, of course). So, when you promote up the org chart, take CAPS with you.

Write a letter. Pay equity for State Scientists is the centerpiece of the CAPS Bargaining Team's (CAPS Team) agenda. Part of their strategy includes sharing letters from those whose lives and programs suffer because the State refuses to pay equitable salaries. You can read an archive of those letters at capsscscientists.org/support-bargaining. You'll also find templates for writing your own letter and instructions for submitting it to the CAPS Team.

Encourage a colleague to join. Do you know someone who hasn't yet joined CAPS? Invite them! We have a vast library of talking points, videos, and fact sheets at capsscscientists.org/resources/infographics to help you make the invitation. And remember, if you recruit a Unit 10 colleague and they put your name on their membership application, you get \$50 from CAPS.

Participate in Member Actions. CAPS organized an unprecedented number of member actions to make noise about pay equity this year, including petition drives, marches, protests, and the ongoing #FlatGavin social media campaign. The Member Action Committee intends to continue actions, and the greater the number of people joining in, the greater the impact. Watch for future activities in CAPSule, weekly emails, and at capsscscientists.org/member-action-landing-page.

Sign up for CAPS' Media Response Program. As we have seen this year, member actions can draw media attention and interview requests. So CAPS is building a program to train a cadre of members who can comfortably, carefully, and competently respond to those requests. Read more about the program and how to apply on the back page of this CAPSule.

Become a local rep. Want to learn more about CAPS and how it serves State Scientists? Ready to step up and serve colleagues? Consider becoming a CAPS local representative. The application is available at https://capsscscientists.org/wp-content/uploads/rep_app.pdf. Don't hesitate to contact CAPS via email at caps@capsscscientists.org or call (916) 441-2629 if you have questions.

Of course, the foundation of CAPS' strength is committed members like you. So, to whatever degree you engage with CAPS, thanks for your support.



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CAPS SEEKS MEMBERS FOR MEDIA INTERVIEWS ABOUT WAGES

As CAPS has ramped up member actions to press for Unit 10 pay equity, we have seen an increase in opportunities for media interviews about wages and how State Scientists' salaries impact public service. Now CAPS is launching a Media Response Program to train members to talk with reporters seeking comments for news reports, including coverage of State Scientists' salaries. In addition, participants will speak publicly, understanding that they are speaking only for themselves, not their employer or the union. CAPS will provide media training to all participants, and Media Relations staff will help them prepare for specific interviews. Sign up online at bit.ly/3Bi2ToW. Please email questions about the program to caps@capsscientists.org.



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