

# THE CAPSULE

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# HAPPY HOLIDAYS FROM CAPS!

As 2022 draws to a close with the Holiday Season, the State has released the paid holiday schedule for 2023:

DAY	DATE	HOLIDAY
Monday	January 2	New Year's Day (Observed)
Monday	January 16	Martin Luther King Jr. Day
Monday	February 20	President's Day
Friday	March 31	Cesar Chavez Day
Monday	May 29	Memorial Day
Tuesday	July 4	Independence Day
Monday	September 4	Labor Day
Friday	November 10	Veterans Day (Observed)
Thursday	November 23	Thanksgiving Day
Friday	November 24	Day After Thanksgiving
Monday	December 25	Christmas Day

In addition to these holidays, CAPS members also receive **one personal holiday per fiscal year**.

The CAPS Memorandum of Understanding (MOU) also provides all Unit 10 employees **two paid Professional Development Days (PDD) per fiscal year**. PDD renews each year on July 1 and does not accumulate, so it **must be used by June 30 or lost**.

One last thing as you think about taking time off next year: The increased **leave accumulation cap of 832 hours reverts to 640 hours on June 30, 2025** – still a couple of years away, to be sure, but it's never too soon to have a plan to manage your leave.

CAPS wishes you a safe, happy, and prosperous New Year!

# THOMAS LUSTER, CALIFORNIA COASTAL COMMISSION

California State Scientists work on solving some of the most profound challenges facing California and the world, from climate change and toxic waste to air quality and drought.

That last issue was the topic of a recent CalMatters article, [“Another California desalination plant approved — the most contentious one yet,”](#) by Rachel Becker. The report examines a controversial plan to build a desalination plant on Monterey Bay. California American Water, the nation’s largest publicly traded water and wastewater company, plans to build the plant to pump ocean water, desalinate it and provide drinking water to 100,000 people on the Monterey Peninsula. In addition, the largely Latino agricultural community of Castroville would also receive the water at a discount.

The story quotes CAPS member and Coastal Commission Senior Environmental Scientist (Specialist) **Tom Luster**, who explained the impact of a proposed Monterey County desalination project.

*In addition to seawater, the wells will pull “some percentage of water from nearby aquifers,” said Tom Luster, the Coastal Commission’s senior environmental scientist. That groundwater must be returned to the basin in the form of discounted supplies for Castroville.*

CAPS is proud that Tom is a member and is grateful that he represents our profession well in the CalMatters report.

## I OWE THE STATE \$1,000 FOR A PAYROLL ERROR. HELP!

**Q:** *Question: My employer just notified me that I owe a total of \$1,000 for overpayments I received but didn’t notice from April to August 2019. I’m on a tight budget. Is there anything I can do?*

**A:** *Answer: [California Government Code Section 19838](#) requires that when an overpayment has been made to an employee, the State must notify the employee and then agree on a repayment plan, such as installments through payroll deduction.*

However, in this case, the last alleged overpayment occurred in August of 2019 – and the law requires that administrative action to recover the money must be “within three years from the date of overpayment.”

So in this instance, CAPS staff will contact the department and request that they immediately rescind the demand for repayment.

*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.*

## CAPS GRANT MONEY AVAILABLE – APPLY NOW

CAPS Grant Money Available – Apply Now

Every quarter the CAPS Member Benefits Committee awards Professional Development Grants of up to \$400 to support scientific research and professional development not fully funded by the State. Application deadline dates are March 31, June 30, September 30, and December 31. Members may apply for expenses already incurred for previous events. Certain criteria and restrictions apply to this program, so please see the pertinent details and a downloadable application by visiting [capsscientists.org/application/benefits/grant](http://capsscientists.org/application/benefits/grant).

# THANKS... AND A CHALLENGE

As we look forward to the New Year, I want to thank you for working and sacrificing for CAPS and our cause in 2022:

- 1 If you spoke to someone about becoming a CAPS member, thank you.
- 2 If you helped plan a march or a rally for pay equity or participated in them, thank you.
- 3 If you wrote a letter to CAPS about how inequitable salary affects your life, your colleagues, and the State programs that serve all Californians, thank you.
- 4 If you attended a worksite meeting, board meeting, leadership orientation meeting, or department meeting, thank you.
- 5 If you were a Subject Matter Expert for CAPS' bargaining sessions with the State, thank you.
- 6 If you spoke up in the media for State Scientists, our wages, and scientific programs, thank you.
- 7 If you've made a catastrophic leave donation for a colleague in need, thank you.
- 8 If you served on the CAPS Board, a CAPS committee, or a CAPS working group, thank you.
- 9 If you gave CAPS leaders constructive criticism about how CAPS can better serve members, thank you.
- 10 If you followed CAPS on social media, thank you.
- 11 If you used your personal social media account to amplify our pay-equity message, thank you.
- 12 If you took on a role in our union because you want to serve members and help CAPS meet the challenges we face, thank you.
- 13 If you read this newsletter and CAPS' members-only emails to stay abreast of issues we all care about, thank you.

The list could go on, but you get the idea: Members did many, many things in 2022 that benefitted our union and our unity. As CAPS' President, I see the tapestry of those efforts, and I'm humbly appreciative.

But make no mistake. Next year brings new and renewed challenges.

There will undoubtedly be disagreements. That is the nature of democratic unions. We entertain

descent, weigh various points of view, debate, and seek consensus. It's a process that requires sacrifice, compromise, and unity, often in the most difficult moments.

I know we can rise to the occasion, because we did so this year and every year since CAPS was founded in 1984. That's why we are still here, bound by our common concerns as State Scientists.





## CALIFORNIA ASSOCIATION OF PROFESSIONAL SCIENTISTS

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# CAPS MEMBERS QUALIFY FOR LOWER- COST INSURANCE

One of the many benefits of CAPS membership is access to significant savings on auto, home, and pet insurance with premiums paid via payroll deduction through a partnership with Liberty Mutual. For more information about personal insurance (including homeowners, renters, or auto insurance), please go to <https://bit.ly/3Bnq68C>. To learn more about the pet insurance program, please go to <https://bit.ly/3bMID35>.



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