

CAPSule

JANUARY ISSUE: #23-1
www.capsscientists.org
caps@capsscientists.org

 
[@capsscientists](https://www.instagram.com/capsscientists)

 **YouTube**
www.YouTube.com/capsscientists

WHAT'S INSIDE?

Why Your CAPS Bargaining Team Brought the Tentative Agreement to the Membership For a Vote!

Governor Unveils \$297 Billion Budget with Spending Cuts

New Law Penalizes Public Employers Who Discourage Union Membership

President's Column: CAPS Membership is Growing!

CAPS Accepting Applications for 2023 Dependent Scholarships

WHY YOUR CAPS BARGAINING TEAM BROUGHT THE TENTATIVE AGREEMENT TO THE MEMBERSHIP FOR A VOTE!

By the time you read this, CAPS members, perhaps including you, will have just a few days left to vote on a Tentative Agreement (TA) reached with Governor Gavin Newsom's administration in December. Many members have attended virtual worksite meetings to hear about the TA and ask questions leading up to the vote. If you didn't have a chance to attend a CAPS worksite meeting, please visit the [Ratification Resources page](#) where you can watch a recording of the worksite meeting, read a summary of the TA, and review the FAQs and other materials to help make an informed decision before voting.

Many members have been very active in supporting the CAPS Team during this round of bargaining. They have taken to the streets to draw attention to our issues, engaged with petitions and social media campaigns, rallied at the Capitol, and written very powerful letters about how low pay affects their lives, families, and the future of California.

Members have courageously spoken about how State Scientists are critical to addressing urgent challenges and the world's greatest existential threats that threaten the future of our State, our nation, and even our world. Members have highlighted how inequitable treatment and compensation is destroying the morale of State Scientists and compromising California's ability to recruit and retain scientists for critical scientific programs.

This TA does not reach the desired acknowledgment via compensation of our pay equity issues. Your CAPS Bargaining Team (CAPS Team) decided to put it to a vote for several reasons:

CAPS' Democratic Principles

We are a democratic union. Your CAPS Bargaining Team believed that it was the right choice to provide

the membership with the opportunity to vote on whether to accept or reject the TA and have their voice heard. Whether the TA is rejected or accepted is up to the majority of members who cast a vote. It's imperative that members are part of the decisions made about our pay, benefits and working conditions.

Salary Schedule

If the members ratify the TA, about 80% of State Scientists would receive a 4% raise in the Agreement's TA's first year, retroactive to November 1, 2022. The rest would either receive 10%, or 2.5% in the TA's first year. There is a detailed chart that outlines the raises each classification would receive in the TA on the [CAPS website](#).

Provides for Ongoing Discussions via Joint Labor Management Committees

If ratified, the TA would establish two new Joint Labor-Management Committees. One committee would examine promotional pathways and structures for the classification series that were disrupted in 2014 and 2018 when supervisors within the series received large salary increases (e.g., due to CAPS' Like Pay for Like Work lawsuit). The other committee would discuss how the State collects and analyzes data within their Total Compensation Report for Unit 10, including topics such as compensation in light of geography, gender, longevity, and other issues.

As scientists, we understand data and mathematics. CAPS Teams have challenged the methods and conclusions of state salary-compensation studies that inaccurately inflate Unit 10 rank-and-file pay statistics for many years. Without agreement on the data, it isn't easy to agree on much.

Continued on Page 2 >>>

2023 BUDGET UPDATE

GOVERNOR UNVEILS \$297 BILLION BUDGET WITH SPENDING CUTS

Governor Gavin Newsom this month unveiled a 2023-24 State Budget proposal that anticipates \$297 billion in spending and \$36 billion in reserves. However, if his forecast holds, General Fund revenues will be \$29.5 billion lower than this year's budget anticipated, creating an estimated funding gap of \$22.5 billion next year that lawmakers must close.

Newsom's January 10 budget plan includes \$487.5 million for employee compensation increases, higher health care costs, and retiree health care prefunding contributions for active state employees. The figure does not include higher costs from agreements the Newsom Administration negotiates between now and the July 1 start of the fiscal year. Fourteen bargaining units, most of them represented by SEIU Local 1000, entered 2023 with agreements that expire this summer.

The proposal also allocates \$8.5 billion in legally required contributions to the state employees' pension fund, CalPERS, plus a supplemental \$1.2 billion to pay down unfunded liabilities.

Newsom's proposal launched six months of legislative hearings and horse-trading that will produce a budget in time for the July 1 start of the 2023-24 fiscal year. Meanwhile, if the economy improves and tax revenues blossom, cuts and clawbacks in Newsom's spending plan could be partially or fully restored in the final budget. If the economy worsens and further squeezes revenues, lawmakers will have to dig deeper into spending, dip into the state's \$36 billion in available reserves, or both, to close a larger deficit.

Regardless, CAPS will be involved in the process every step of the way to safeguard the interests of Unit 10 State Scientists and the scientific programs that protect public health, the environment, food security, and California's natural resources. Stay informed about important budget developments and other issues by reading CAPS timely Member Updates emailed to all members or on the [web](#).

Continued From Page 1 >>>

State Disability Insurance

Under the TA, State Scientists would have State Disability Insurance (SDI) for the first time, which includes Paid Family Leave. The CAPS Team prioritized these benefits because membership surveys consistently placed gaining them as a high priority and last June, the membership voted that the Bargaining Team should bargain to the switch to SDI.

It Introduces Geopay

Some scientists in six Bay Area counties would receive a monthly \$250 geopay differential for the first time, a provision that your CAPS Team will seek to expand in the future.

It's up to the membership! Make your voice heard: vote!

NEW LAW PENALIZES PUBLIC EMPLOYERS WHO DISCOURAGE UNION MEMBERSHIP

A new state law cracks down on public employers caught unlawfully attempting to deter employees from joining or participating in a union.

Senate Bill 931 imposes a \$1,000 penalty per affected employee, up to \$100,000 dollars, plus attorney fees and costs.

For several years, California law has required public employers – including the State – to avoid discouraging employees from joining or participating in representative organizations. Despite that, the statute had no teeth until now.

Please let your nearest CAPS office know if you experience anything from your employer that discourages your participation in CAPS.

CAPS MEMBERSHIP IS GROWING!

As you read this, the number of State Scientists in Unit 10 is growing at a record clip, and, I'm pleased to say, CAPS has more members than ever before.

It's an exciting and challenging time for our union. Over the last few years, California voters and lawmakers have allocated billions of dollars to expand existing science-based programs and launch new ones throughout state government. Departments concerned with everything from cannabis oversight and toxic cleanup to food security and climate change have brought waves of new employees into scientific classifications.

On December 31, the number of Unit 10 employees – both rank-and-file and supervisors and managers – hit a record 5,279. There were 576 more scientists working for the State at the end of 2022 than when the year began. In other words, on average, about two more State Scientists came into the unit each business day than left it.

CAPS also broke records. We reached an all-time high of 3,347 members at the end of 2022, up 342 members from the year before.

It didn't happen by chance. In 2022, we focused more on reaching new Unit 10 employees using a three-pronged system – including a welcome email, person-to-person outreach, and consistent reminders to join their colleagues in CAPS membership.

So, our strategy expanded to include a data-driven email outreach campaign that starts with welcoming new hires to Unit 10 within five days of receiving their information from the State. The emails include an invitation to meet and learn more about CAPS and a link to our membership application if they wish to join immediately. Anyone who doesn't join or respond receives follow-up emails at three weeks and again at six months. These communications often result in one-on-one conversations about the many benefits of CAPS membership, the value of unions, and how solidarity can balance the scales of power a bit between employers and employees.

Next, we make sure a CAPS representative attends new employee orientation meetings. However, most departments don't convene them in favor of asynchronous orientation

programs that new hires can watch online. If this is the case, we reach out to the individuals.

CAPS Local Reps play an integral role in the member recruitment process. Each Local Rep has a list of non-members they will connect with and invite to join CAPS. This is a crucial aspect of recruiting members because this is still a people business, and often a personal connection on the phone or face-to-face will win over someone hesitant to join.

We don't beg. We believe in our mission. We want State Scientists to join CAPS because they see representation's personal value and solidarity's collective benefit.

Beyond those efforts, our Membership and Communications Committee has revived an email program that sends non-members a monthly message to inspire them to join. The emails are quick, engaging reads that touch on topics such as how unions changed the American workplace and the sacrifices committed individuals have made for the labor movement. The data indicate these messages resonate with folks who are long-time Unit 10 employees as well as new hires, prompting them to join.

Space won't allow me to go into more detail about everything else we are doing or plan to do to grow membership and retain members. But we will always strive to do better and improve current programs. We must, because membership is the lifeblood of every union, including CAPS.

So, the next time you have a chance to talk to a colleague who hasn't joined CAPS, please take just a minute to do so. Show them how easily they can join at capsscscientists.org/application (and if they put your name in the "Referred by" field, you'll get a \$50 bonus). Let them know there is someone just an email away (caps@capsscscientists.org) who is eager to answer all their questions.

Because, despite CAPS' record membership last year, we're not satisfied. We will continue our progress – upward and onward!

Choose Unity. Choose Strength. Choose CAPS.



CALIFORNIA ASSOCIATION OF PROFESSIONAL SCIENTISTS

455 Capitol Mall, Suite 500
Sacramento, CA 95814

PRESORTED
FIRST-CLASS MAIL
U.S. Postage
PAID
Permit No. 420
Sacramento, CA

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.

CAPS ACCEPTING APPLICATIONS FOR 2023 DEPENDENT SCHOLARSHIPS

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

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 4 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 and provide all materials – 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 dependent's chance to win!

SACRAMENTO

455 Capitol Mall, Suite 500
Sacramento, CA 95814
(916) 441-2629

LOS ANGELES

215 N. Marengo Avenue, Suite 185
Pasadena, CA 91101
(818) 246-0629

SAN FRANCISCO

100 Pine Street, Suite 750
San Francisco, CA 94111
(415) 861-6343

CAPS INSURANCE

(415) 958-1344