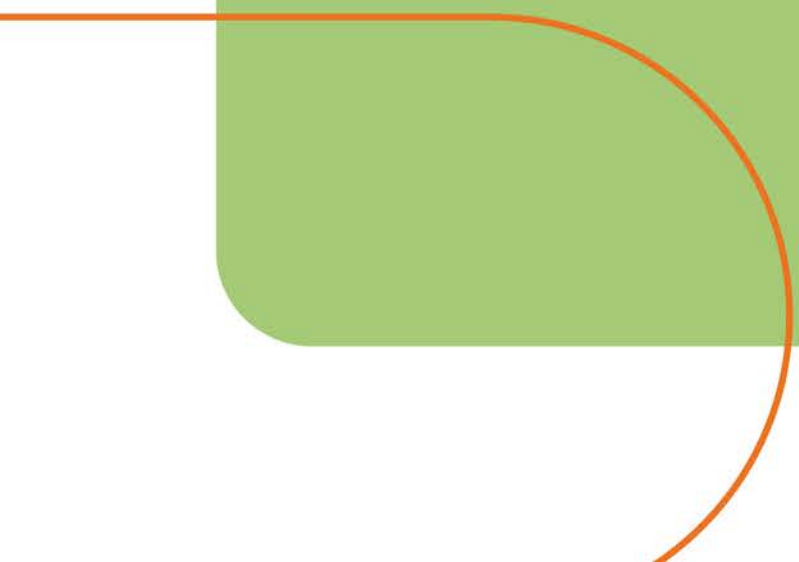


# CAPS BARGAINING

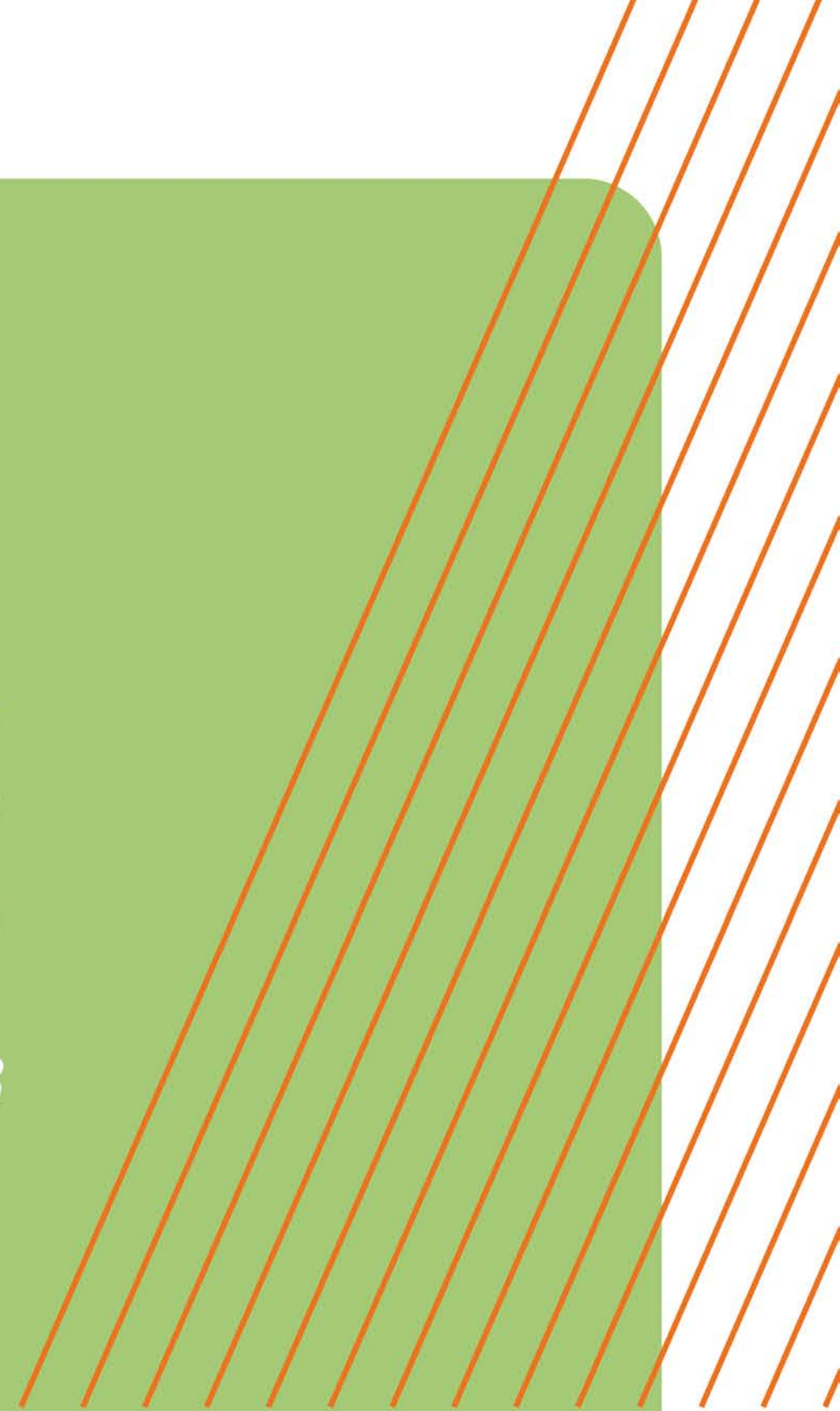
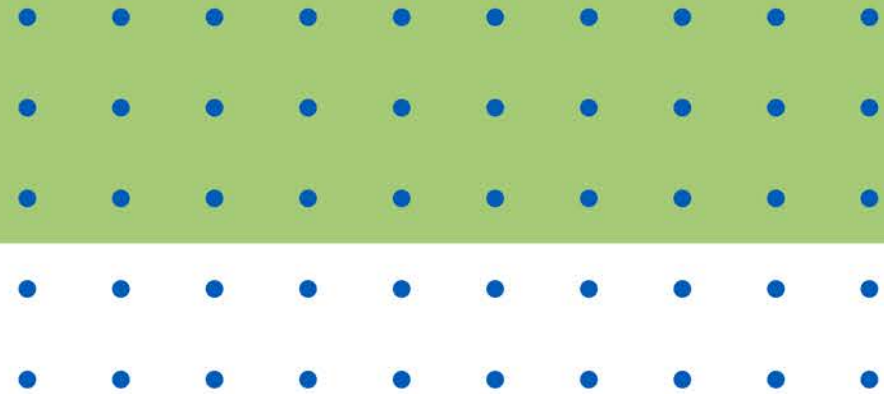
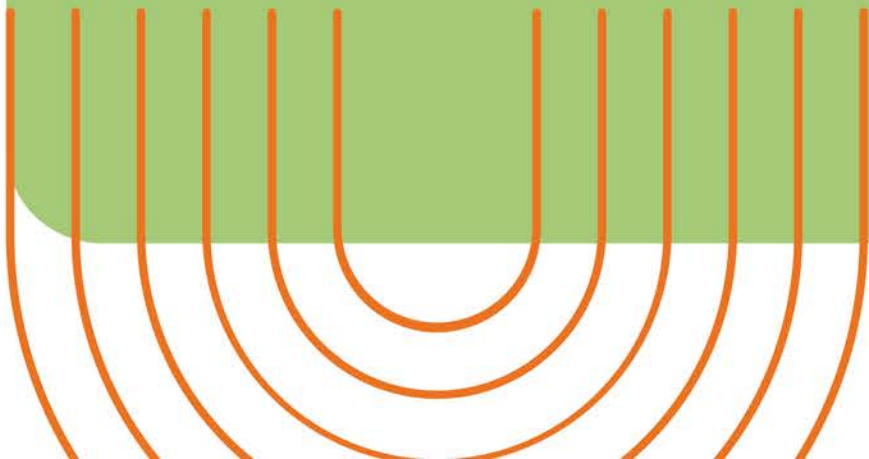
*April 6, 2023*



01.

# HOW WE HAVE ARRIVED

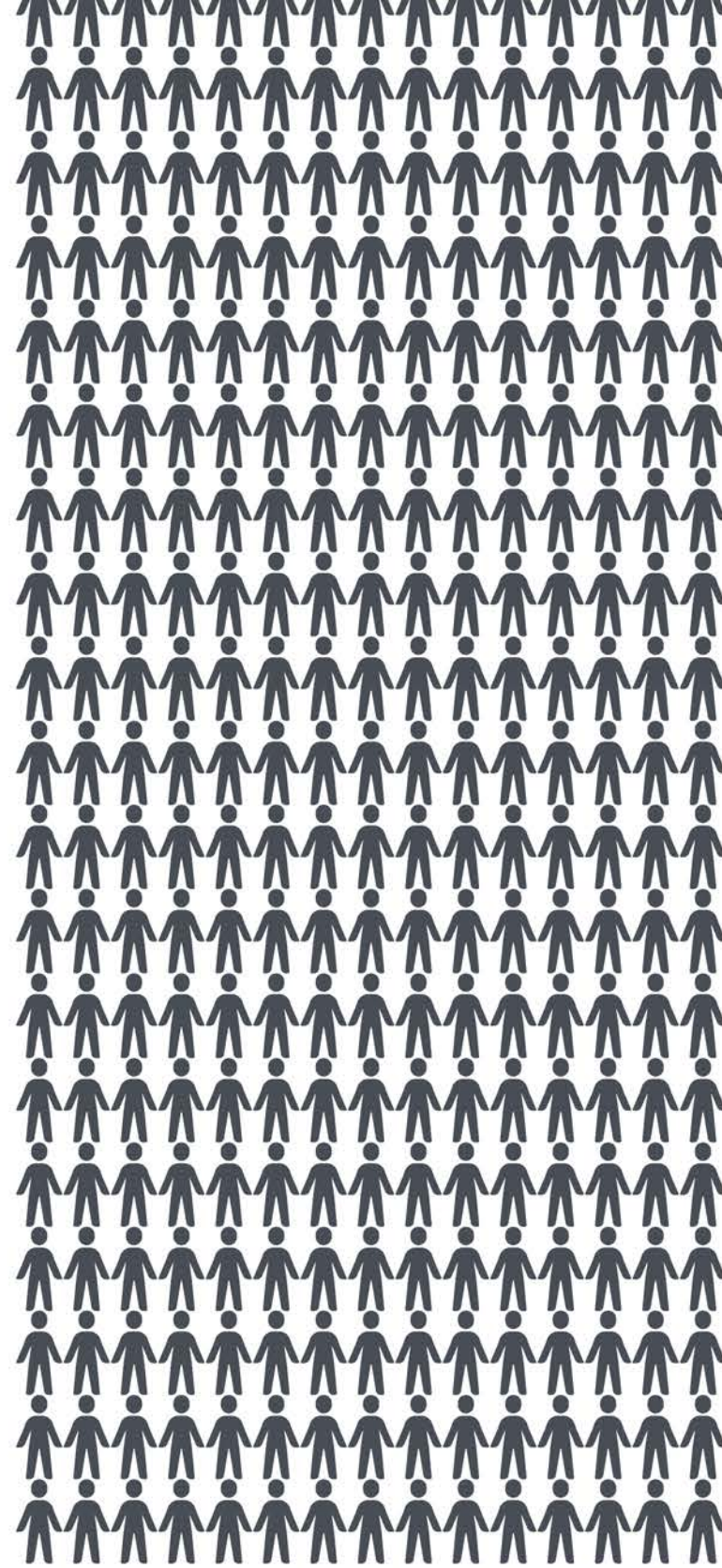
2023



# TIMELINE FOR CURRENT ROUND

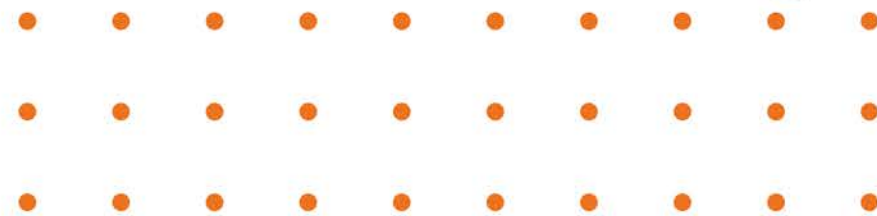
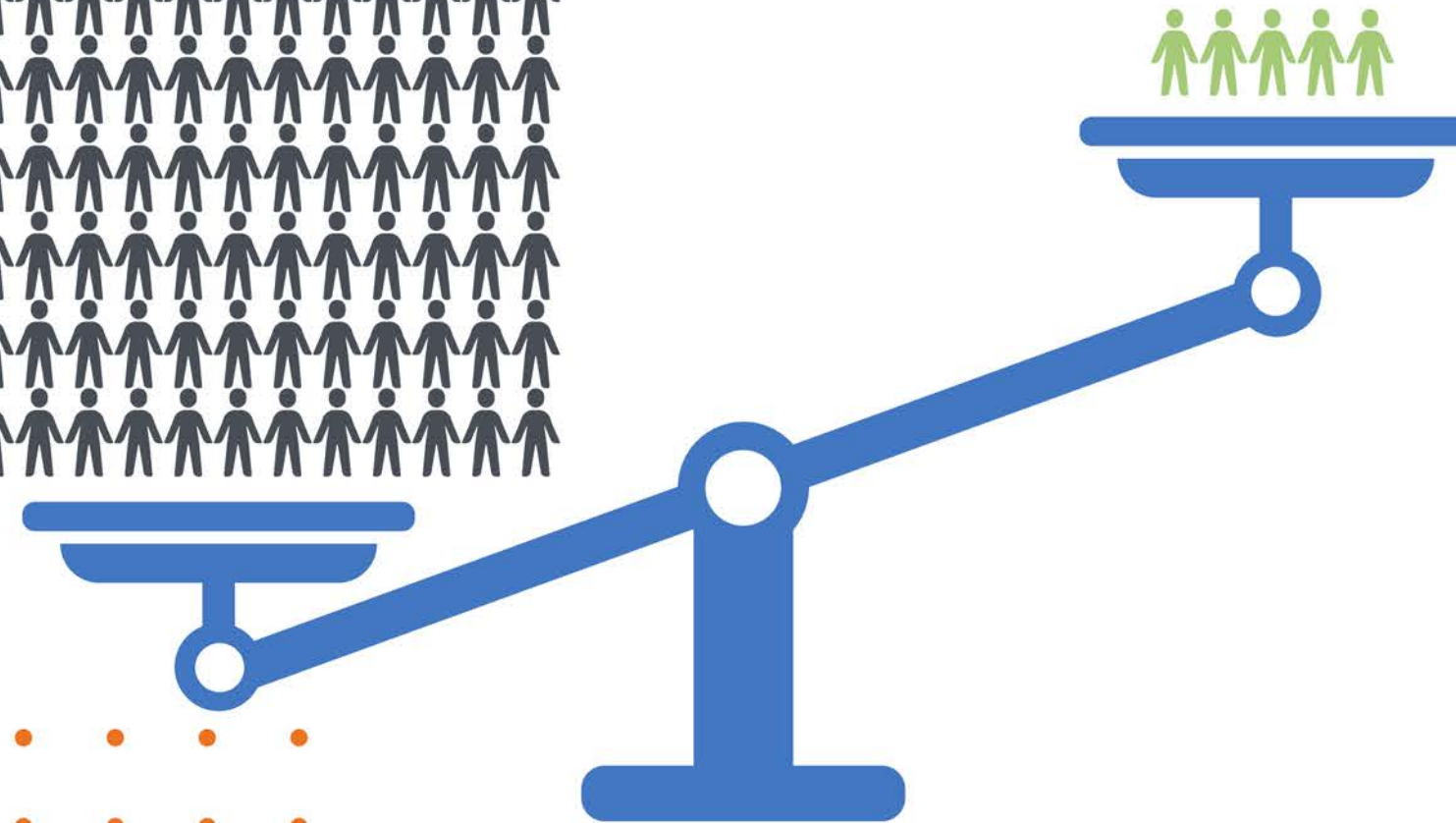






## THE CAPS TEAM REPRESENTS

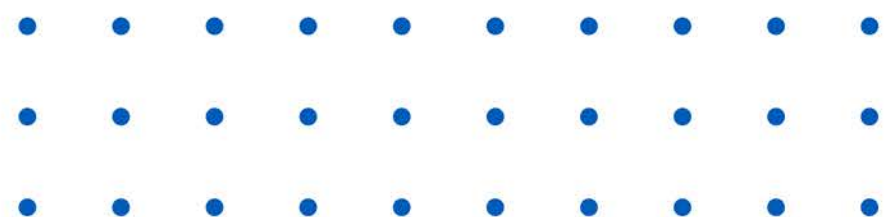
over 4,000 rank-and-file  
Unit 10 scientists at the  
table





# STATE SCIENTISTS ARE CAPS

- Total Tentative Agreement rejected by membership because it didn't meet their needs
  - 60/40 against ratification
- State Scientists are invested in and support both parties achieving a fair contract
- Our constituents are engaged with the Bargaining Team and following negotiations closely
- Informed State Scientists are critical to the process
- We continuously receive input from our constituents and they rely on us to identify when and how to present it at the table
- Our member's input determines our parameters



# CORE OBJECTIVES

**PROTECT CALIFORNIA'S  
FUTURE**

**AVOID COLLAPSE**

**BECOME THE EMPLOYER  
OF CHOICE FOR  
SCIENTISTS**

**STABILIZE SCIENTIFIC  
WORKFORCE**

**ENSURE AGENCIES ARE  
ABLE TO COMPLETE THEIR  
MISSIONS**



Competitive  
and Equitable  
Salaries

Paid Family  
Leave and  
Support for  
Working  
Parents

Recognize  
Scientific  
Education and  
Experience

**HOW DO  
WE GET  
THERE?**

Mitigate/Reduce  
Climate Impact

Workforce  
and Program  
Stability

# Competitive and Equitable Salaries

Restore historical horizontal and vertical salary relationships within Unit 10 to recognize minimum qualifications, level of responsibilities and expertise

Offer competitive salaries to similar professions in California's state civil service, larger local agencies, higher education and/or relevant industries



# Recognize Scientific Education and Experience

State Scientists have high levels of education, job-required licenses and certifications, continuing education, expertise that is in high demand, expertise gained through specialized conferences and trainings to ensure they can protect Californians

Recognize the extensive minimum qualifications outright, in salary, leaving pay differentials to acknowledge desired qualifications that go above and beyond what is required

# Workforce and Program Stability

Unit 10 is reaching critical mass for the age groups that are close to retirement and have the institutional knowledge and expertise required to ensure the success of the State's environmental and public health programs

Promote the continuation of knowledge and expertise within Scientific programs by recognizing it via longevity pay



# Mitigate/Reduce Climate Impact

State Scientists working in high cost-of-living areas throughout California should be able to live in the communities they work in and serve

Maximum telework flexibility is necessary to reduce avoidable, outdated commute times, and decrease needless emissions contributing to climate change

# Paid Family Leave and Support for Working Parents

- Paid Family Leave provides caregivers additional support to pursue and build their careers
- Paid Parental Leave helps equalize parenting responsibilities between birthing and non-birthing parents
- Paid Baby Bonding allows new parents additional time with their growing family





Respondents stated restoration of historical salaries is a priority



Respondents report they make less than others who perform similar jobs in comparable positions



Respondents strongly disagree or disagree that their pay is fair based on the work they perform

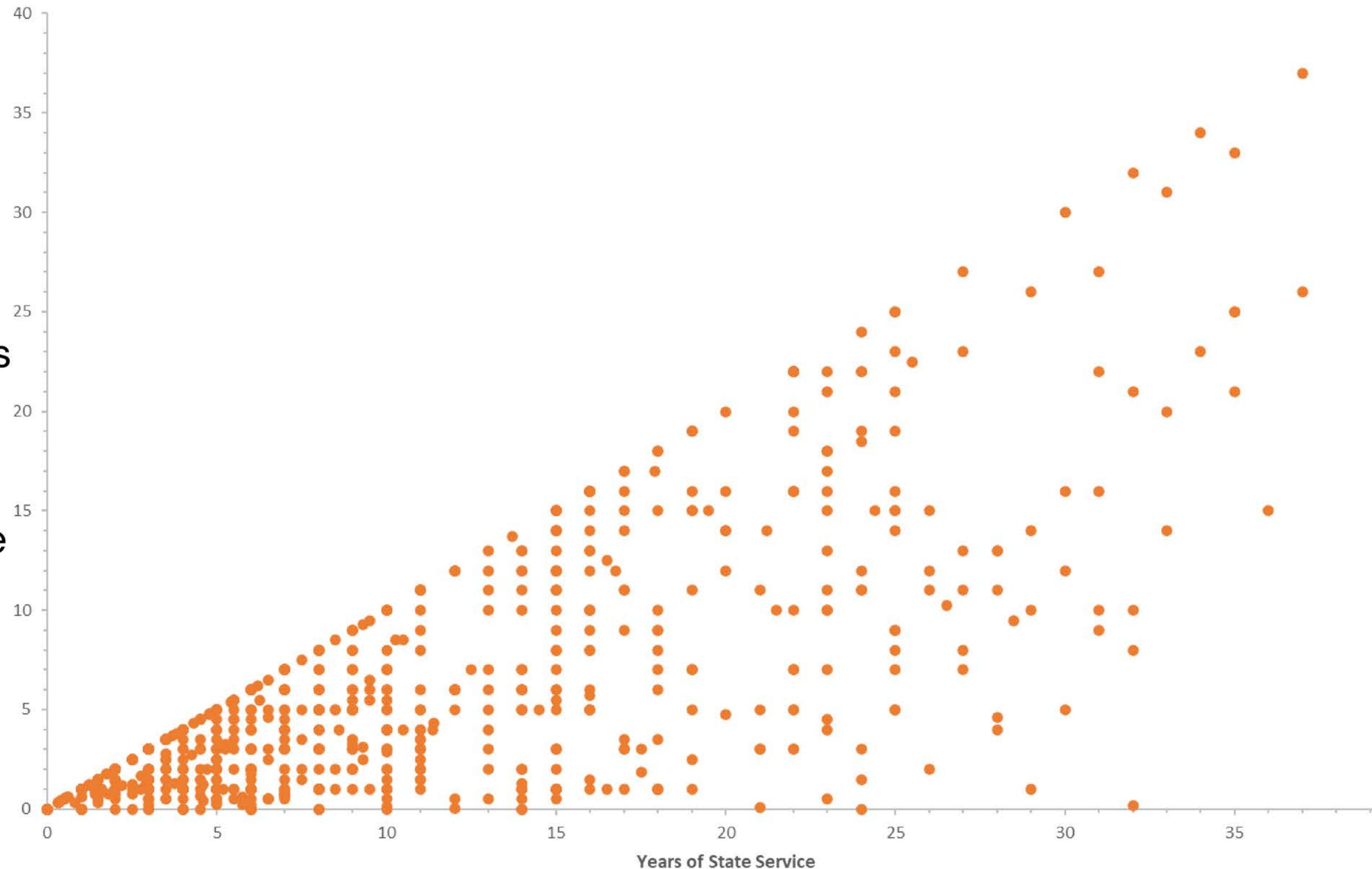
## Scientist's Input

Most up-to-date data from State Scientists based on our most recent survey.

# Retention Data

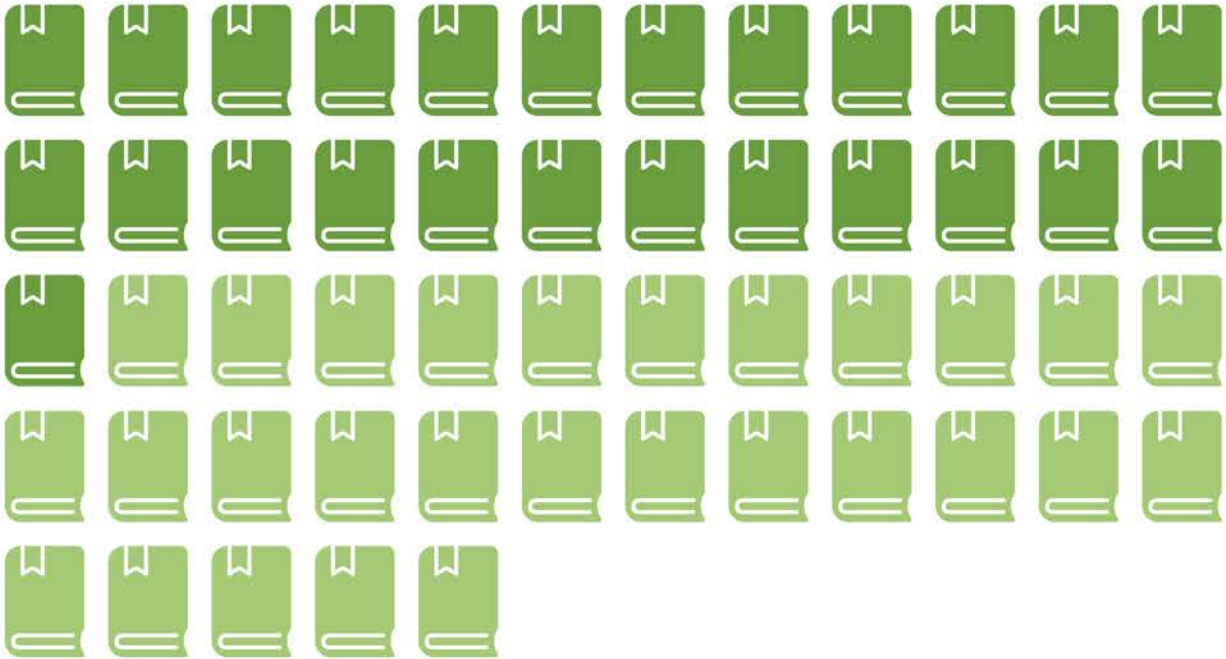
- This chart illustrates that there is an influx in Unit 10 of State Scientists new to state service.
- As you can see, there are a plethora of scientists who have been in Unit 10 positions for 3 years or less.
- Scientists with over 7 years of experience in state service drop off heavily.
- Our scientists with institutional knowledge are no longer remaining .

Years in current position vs. Years of State Service



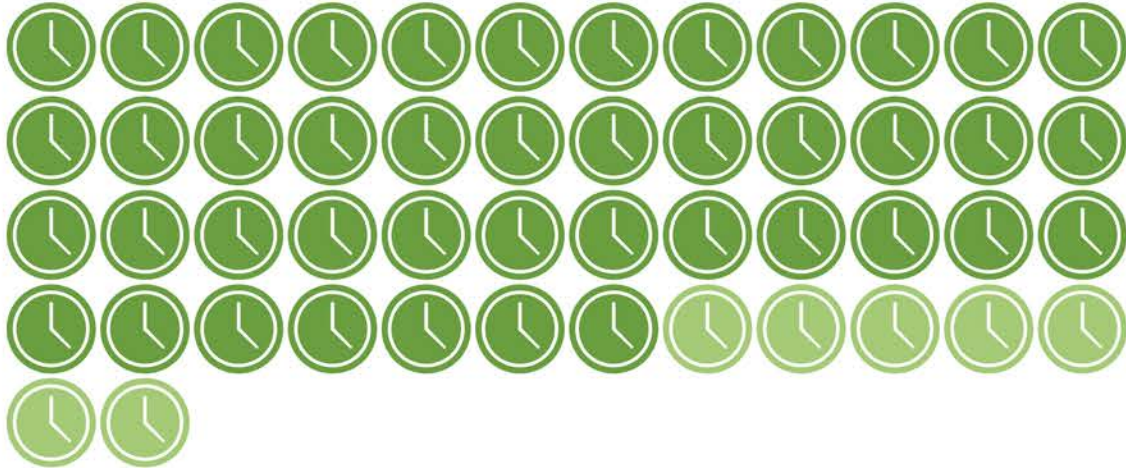


# DATA



**25 out of 53**

Scientists have education above a Bachelor's degree



**43 out of 50**

Scientists would remain in State Service for longevity recognition

# LOOKING FORWARD

- We are at the table to represent the needs of our constituents – State Scientists
  - State Scientists are engaged and paying close attention
  - We are hearing from them continuously
- They are clear about their needs
- We're looking forward to working with you in partnership to produce a Tentative Agreement that will respond to their input and allow us to meet our core objectives