



Colleague-to-Colleague Talking Points: Solidarity Breaks

CAPS has released information about taking CAPS Solidarity Breaks on TUESDAYS! Please use these talking points to encourage colleagues at your worksite to participate and get a group together. Show up and show out for your CAPS Bargaining Team!

Strong communication is one of the most critical ways we can increase participation in union actions. When communicating with other State Scientists, CAPS members should always keep three simple reasons in mind – and that is communication should be used to **encourage, to motivate and to inspire** scientists to act.

One-on-One Communication

1. Introduce yourself to your colleagues and explain why you are talking with them.
 - a. You are speaking with them as a fellow CAPS member/State Scientist.
 - b. You are planning to organize the CAPS Solidarity Break on Tuesday, (insert date), at (insert time).
 - i. *It's best to give your colleagues at least a few days heads-up on when you plan to organize the break – this way, schedules don't fill up and you know how many folks to expect to participate.
 - c. *Top Tip:* communicate excitement, energy, and confidence.
2. Ask your colleague to participate.
 - a. Examples include:
 - i. Can you commit to taking a CAPS Solidarity Break with me? We are stronger together. When we all show up at events and participate in great numbers, it shows the Administration that our union is powerful.
 - ii. Can I expect you on Tuesday at TIME and PLACE at the worksite?
 1. If the time doesn't work for them, see if you can adjust or accommodate.
 - iii. If the date/time doesn't work for them, ask if you can continue to reach out and provide a heads up for when they can participate in the hopes that it will align with their schedule!
 - b. Best practices for handling objections:
 - i. **Acknowledge** their feelings and their potential time constraints, they are providing you with real information, not excuses.
 - ii. **Redirect** objection with a question. For example, "Things don't change overnight, but if we do nothing, nothing will change. If you and your colleagues had a say in evaluations, what would you change?"
 - iii. If they say "no" or "maybe" ask: "what are some of your concerns?" and bring the conversation back to addressing issues or questions.
 1. Be sure to review the [Best Practices](#) and [FAQs](#) ahead of talking with your colleagues to be well-verse on what kind of action this is!



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If they bring up additional or unrelated issues:

Feel free to let them know that you are a CAPS Member, and a State Scientist, just like they are. You are using the resources CAPS leadership is providing you to participate and do YOUR PART in winning a fair contract. If your colleague has additional questions or issues that aren't contemplated in the materials for this action, please direct them to contact CAPS at caps@capsscientists.org. Remind them that unions were established to show the power of the many. Thank them for their commitment and/or their time and continue to gently follow up!

*Do not provide any advice on behalf of CAPS regarding individual representation of other members. If a member begins to speak about individual needs/problems in the workplace, please refer them to their local CAPS office or write in to caps@capsscientists.org.