

JUNE 2023
ISSUE: #23-6
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LEGISLATIVE DAY:



The CAPS' Legislative Day delegation pauses for a group photo before meeting with lawmakers: (front row, left-right) Monty Larson, Mia Roberts, Esther Tracy, Margarita Gordus, Kris Wiese, (back row, left-right) Jason Moore, Jacqueline Tkac, Itzia Rivera, Matthew Palmer, and Justin D. Garcia.



Palmer and Tkac visit Assemblymember Dawn Addis in her office.



The CAPS group assembles on the Capitol's West Steps.



Senator Bill Dodd (center) with, from left, Justin D. Garcia, Mia Roberts, Jason Moore, and Itzia Rivera.

CAPS LEADERS PRESS LEGISLATURE TO SUPPORT OUR SALARY STUDY BILL

CAPS' Legislative Day on May 10, 2023, was a big success, as CAPS leaders from districts throughout the state held meetings with legislators and their key staff members. The group of CAPS leaders advocated support for Assembly Bill 1677, which would commission an independent UC Berkeley study of Unit 10 salary structures and recommend solutions for inequities. The measure, authored by Assemblymember Tina McKinnor, has cleared the Assembly and is now under consideration

in the Senate. If the Legislature passes the bill, it will become law with Governor Gavin Newsom's signature.

In addition, CAPS leaders encouraged legislators to support CAPS at the bargaining table by signing on to a joint letter urging the Administration to negotiate in good faith on a new contract that provides competitive salaries and benefits for Unit 10 employees. You can view the Legislative Objectives flyer at <https://bit.ly/3NRROMJ>. For more details about Legislative Day and AB 1677, please read the President's Column on page 3.

BUDGET UPDATE!



The Department of Finance
welcomes you to the

California Budget 2023-24

Gavin Newsom Governor
State of California

LEGISLATURE PASSES 2023-2024 SPENDING PLAN

The Legislature on June 15 passed a \$227 billion state budget bill while lawmakers continued negotiations with Governor Newsom that could carry on through the end of June.

The plan lawmakers sent to Newsom didn't include money for any state employee labor contracts that are not yet agreed upon by the State and the respective Union to replace agreements that have expired or will expire on or after the June 30, 2023. The State allocates that funding as each union ratifies terms with the Administration.

The Legislature had to approve a budget by midnight on June 15 or forfeit their pay until they did, but the law does not require all the State's financial loose ends to be solved in that budget. Senate and Assembly leaders and the Governor will continue talks that will produce follow-up spending bills that flesh out specifics as they work to close an estimated \$31.5 billion budget deficit. Newsom must sign the budget by July 1, the start of California's 2023-2024 fiscal year.

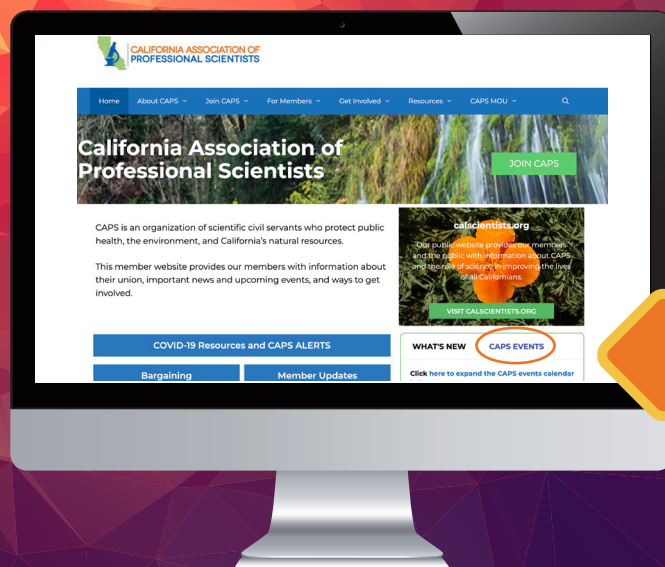
However, the Legislature can pass bills to fund new union labor agreements until its mid-September recess. State employee unions routinely continue bargaining during the summer.

Your CAPS Bargaining Team continues to meet with the Department of Human Resources to reach a successor Memorandum of Understanding (MOU) that reflects State Scientists' value to the State of California. Please look for emails only from caps@capsscientists.org to get the latest information on bargaining.



CAPS BARGAINING CHAIR SPEAKS AT SEIU LOCAL 1000 RALLY

On June 8, CAPS showed up to support SEIU Local 1000 at a rally for fair state-employee wages that began at the California State Capitol World Peace Rose Garden and ended with a march to the Governor's Mansion. Local 1000, which sponsored the action, invited CAPS Bargaining Chair Jacqueline Tkac to speak to the approximately 1,000 state employees who participated in the three-hour event.



CAPS WORKSITE TABLING EVENTS: ALL STATE SCIENTISTS WELCOME!

Please join the CAPS Board, leaders, and staff for tabling events we are holding statewide this summer. Stop by to learn more about your union, the importance of your membership, staying engaged, and taking action to support CAPS!

Information about dates, locations, and times for tabling events and other CAPS activities and actions can be found on the CAPS homepage, capsscientists.org. Scroll down and open the "CAPS Events" tab on the right side of the page for a month-by-month schedule of when we will be coming to a workplace near you!

LEGISLATIVE DAY AND OTHER MEMBER ACTIONS AMPLIFY OUR VOICE

As your CAPS Bargaining Team (CAPS Team) continues pressing the Administration for a new Memorandum of Understanding that provides pay equity for State Scientists, CAPS has been active on other fronts to get out the message that we deserve to be valued.

Legislative Day: For the first time since early 2020, CAPS organized a Legislative Day on May 10, 2023, to promote Assembly Bill 1677 with state lawmakers. I joined CAPS members and staff who visited 30 legislative offices with a mission: Promote Assembly Bill 1677 and encourage support for CAPS at the Bargaining Table.

CAPS sponsored the measure, which would require the UC Berkeley Labor Center to study Unit 10's "existing salary structure and issues currently impacting horizontal and vertical salary relationships as compared to historical relationships, and to provide recommendations for alternative salary models, if applicable."

In other words, impartial academic researchers would dig into how and why our rank-and-file wages so severely lag those of Unit 10 supervisors, managers, and state counterparts who perform the same work. The measure also requires the Labor Center to recommend solutions to the issues they find and send their report to "the Director of Finance, the chairperson of the Joint Legislative Budget Committee, and the chairpersons of relevant legislative policy and budget committees" by April 30, 2024.

We need this measure to cut through longstanding disagreements between CAPS and the State about the facts surrounding the Unit 10 wage gap and its causes. As we have often said, reaching a meaningful salary agreement is difficult when we can't even agree on the math and methodology.

Email Campaign: Besides our visits with legislators, CAPS organized an email campaign for members to urge their local legislators to vote for AB 1677. The online messaging effort sent 526 messages to lawmakers representing virtually all 120 Senate and Assembly districts in California – and gave heft to our Legislative Day meetings. Great work by all those who participated!

Solidarity Breaks: Your Member Action Committee (MAC) has organized CAPS Solidarity Breaks on Tuesdays when your CAPS Team bargains with the State. The action calls for members to wear their CAPS shirts and take breaks together as a sign of solidarity.

This is a visual action, so you are encouraged to post photos from your Solidarity Breaks on social media, tag **@capsscientists** on Instagram and Twitter, and use the hashtag **#ValueScientists**. Email your pictures to caps@capsscientists.org to be featured on CAPS' social media. For more information about how to start Solidarity Breaks at your workplace, find out about best practices and see organizing talking points, please go to capsscientists.org/member-action-landing-page.

We're in this together! Choose Unity! Choose Strength! Choose CAPS!



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FIRST-CLASS MAIL
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Permit No. 420
Sacramento, CA

CAPSule (ISSN 10446230) is published monthly by the California Association of Professional Scientists, 555 Capitol Mall, Suite 1155, Sacramento, CA 95814. Periodicals Postage Paid at Sacramento, CA.
POSTMASTER: Send address changes to: 555 Capitol Mall, Suite 1155, Sacramento, CA 95814-4581.

WHAT'S INSIDE?

**LEGISLATIVE DAY: CAPS
Leaders Press Legislature to
Support Our Salary Study Bill**

**Legislature Passes 2023-
2024 Spending Plan**

**CAPS Bargaining Chair
Speaks at SEIU Local 1000
Rally**

**CAPS Worksite Tabling
Events: All State Scientists
Welcome**

**Legislative Day and Other
Actions Amplify our Voice**

**CAPS Board Member Meets
AG Bonta**



CAPS BOARD MEMBER MEETS AG BONTA

CAPS Board Member David Miller met with California Attorney General Rob Bonta during a recent function in Sacramento. Bonta, an Alameda resident representing the 18th Assembly District before becoming California's top law enforcement officer, has long supported equitable pay for state employees.

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