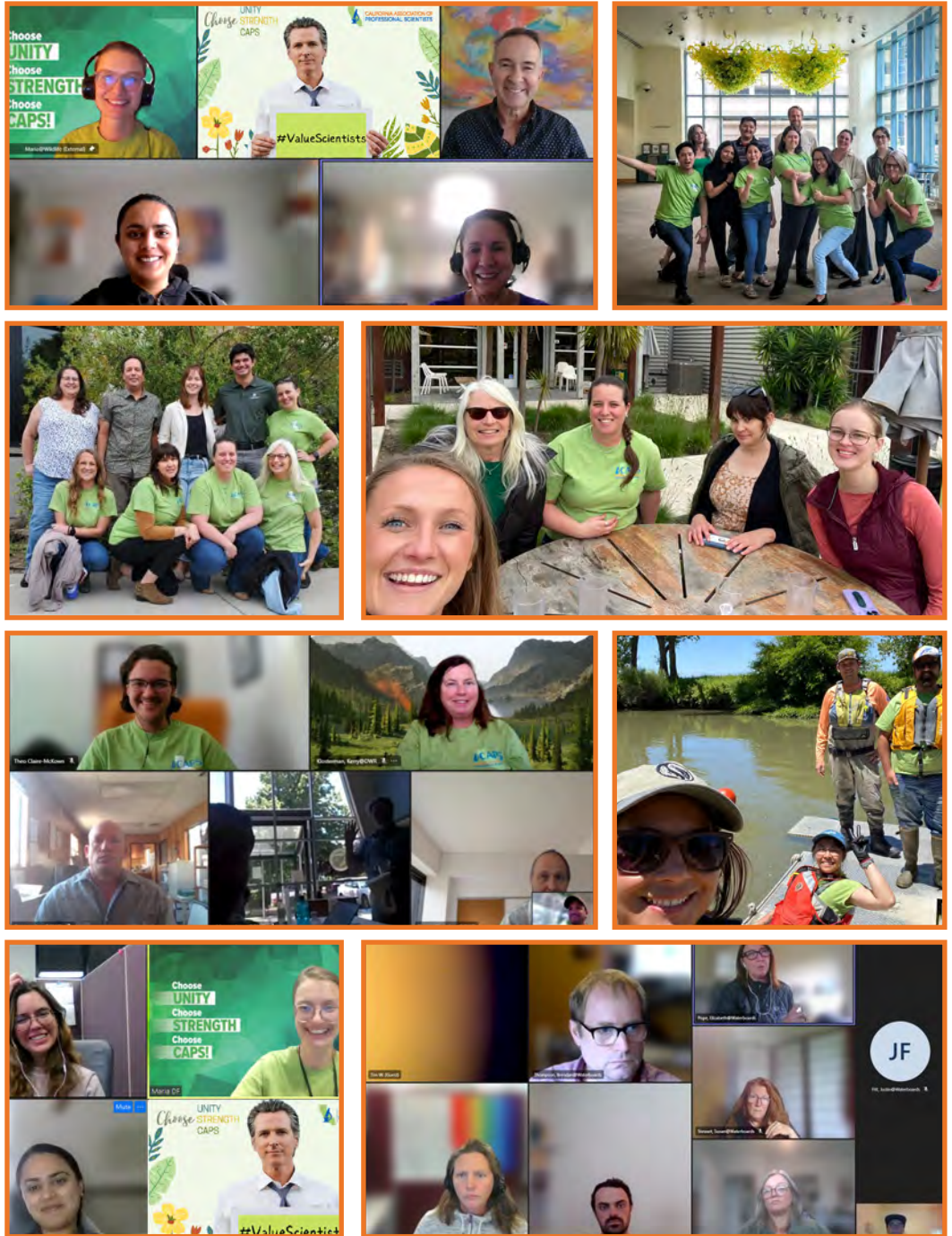


CAPS SOLIDARITY BREAKS SUPPORT BARGAINING TEAM



JULY 2023
ISSUE: #23-7
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 @capsscientists
 YouTube

www.YouTube.com/capsscientists

Solidarity Breaks are sweeping California, as CAPS members wear their CAPS gear and take their regular break periods with colleagues every Tuesday. This member action shows support for our Bargaining Team, which meets with CalHR on Tuesdays, as they are fighting to win a fair contract for State Scientists.

For more information about Solidarity Breaks and other actions you can take to send a loud message to the State that we deserve fair pay, see Page 2.

BARGAINING UPDATE!

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Since April of this year, your CAPS Bargaining Team (CAPS Team) has met with the State every other Tuesday to negotiate a successor MOU. The last biweekly session was July 11, some 71 days after CAPS presented several financial proposals to solve longstanding salary issues within our Unit. While your CAPS Team has diligently worked to pass all economic proposals (i.e., anything with a dollar amount), the State's Team has not responded.

Visit www.thepetitionsite.com/256/271/386/california-state-scientists-clearly-define-top-priorities-and-demand-fair-pay-for-state-scientists/ to reiterate your priorities to the State by signing this petition. After you've done so, reach out to all the Scientists in your workplace and make sure they've filled out their priorities too. Get involved in YOUR contract negotiations by taking action TODAY. There are 4,100 State Scientists in Unit 10, the State heard from 40% of you through your participation in the Bargaining Survey, let's beat that percentage and show the strength in our numbers! Please participate before we next meet with the State, no later than **Monday, July 24**, so we can pass the petition. Let the State know they need to start paying attention to the priorities of State Scientists by signing the petition TODAY. Details about the campaign are below.

JOIN YOUR UNION IN THE FIGHT FOR PAY EQUITY!

Your CAPS Bargaining Team is fighting for a Memorandum of Understanding (MOU) that provides fair pay for State Scientists. You can help by participating in member actions that amplify our demand for wages that respect our vital work protecting public health, the environment, and the food supply. Here are just some of the organized actions and upcoming events. Find more details, electronic and downloadable forms, letters, and more about all these actions at

www.capsscscientists.org/member-action-landing-page:

Solidarity Breaks: Wear your CAPS shirt and coordinate break times with your colleagues every Science Action Tuesday to show support for our Bargaining Team. Post photos online using hashtags such as **#PayEquity** and **#ValueScientists**.

July 26 Virtual Teach In & Worksite Luncheon Rallies: Attend an online workshop about our collective bargaining rights and responsibilities, then get together with colleagues to make some noise!



Sign an Action Commitment Card: Fill out an Action Commitment Card to demonstrate your commitment to participating in CAPS actions. Post the cards proudly on your worksite union bulletin board, personal workspace, and social media.

Support Our Salary Proposals: Your CAPS Bargaining Team has presented several proposals that would provide necessary salary adjustments in a successor MOU. Now CAPS has a form letter and telephone numbers you can use to tell the Governor, CalHR, and the Department of Finance to do what's right and provide pay equity for State Scientists. Find the information at www.votervoice.net/CAPSSCIENTISTS/campaigns/106372/respond.

CAPS is stronger when State Scientists stand up together. Complete this Action Commitment Card to show your commitment to a fair contract and solidarity, today!

I COMMIT TO TAKE ACTION

I commit to participating in the actions below in support of my Bargaining Team's efforts at the Bargaining Table. I know that my participation shows this Administration that State Scientists are united in solidarity!

<input type="checkbox"/> Maintain CAPS Membership or Join CAPS today!	<input type="checkbox"/> Participate in CAPS Solidarity Breaks with State Scientist colleagues
<input type="checkbox"/> Order and wear CAPS Green T-shirt on Tuesdays!	<input type="checkbox"/> Use CAPS Solidarity Email Signature, if possible
<input type="checkbox"/> Download and display CAPS Virtual Background on Teams, Zoom, WebEx, etc	<input type="checkbox"/> Participate in Teach in and Worksite Luncheon Rallies on July 26
<input type="checkbox"/> Post an appropriate photo of the important work I perform and post it on Social Media	<input type="checkbox"/> Attend Regional Rallies: <ul style="list-style-type: none"><input type="checkbox"/> Rally in LA: August 16<input type="checkbox"/> Rally in the Bay: August 23<input type="checkbox"/> Rally in Sacramento: August 30
<input type="checkbox"/> Encourage Scientist colleagues to participate in actions	<input type="checkbox"/> Participate in all bargaining & contract related votes
<input type="checkbox"/> Tag @capsscscientists and use #ValueScientists and #PlanGavin in social media posts	

Sign here to show your commitment!

BE SURE TO PRINT THIS COMMITMENT DOCUMENT OUT AND DISPLAY IT PROUDLY IN YOUR OFFICE!

CAPS SALARY STUDY BILL PASSES SENATE HEARING – HOW YOU CAN HELP IT BECOME LAW

CAPS-sponsored Assembly Bill 1677 cleared the Senate Labor, Public Employment and Retirement Committee Hearing on June 28 on a 4-1 vote. CAPS Secretary Justin D. Garcia, other supporting organizations like the California Labor Federation, and a handful of CAPS Members testified in support.

The bill would commission a University of California, Berkeley, Labor Center study of the salary structure for state scientists and submit findings – including recommendations for changes – to the Legislature and the Department of Finance by April 30, 2024.

CAPS sponsored the bill because the State uses flawed methods when determining Unit 10 compensation relative to the market. The state also refuses to address the wide pay gap between rank-and-file State Scientists and management. Any salary increases suggested by the UC Berkeley study must be bargained, as existing law requires.

Watch your email and check the Union Action page (capsscscientists.org/member-action-landing-page) for how you can tell Senate Appropriations Committee, which now has the bill, to pass the measure and support Pay Equity for State Scientists!

YOUR ROLE IN OUR UNION'S DEMOCRACY

When I think about all the years I've served on the CAPS Board of Directors with diligent, smart, talented colleagues and staff ...

When I consider the challenges our union has confronted, the political enemies we've fought – and continue to battle – to enhance our wages and protect our benefits, pensions, and job security ...

When I reflect on CAPS' origin as a union established by State Scientists, for State Scientists, and run by State Scientists ...

The common thread running through all those thoughts is ... you.

Members like you reaffirm CAPS when you vote in our Board of Directors elections. That single democratic act legitimizes our union while also guiding CAPS' leaders. It reasserts the important principle that I and all my colleagues on the Board must put members' best interests first, not our personal agendas or ideals.

With that in mind, I want to encourage you, if you want to serve your fellow State Scientists, to consider deepening your commitment to CAPS democracy by running for a position on the Board in the upcoming election.

I won't kid you: This work requires sacrifice. All CAPS Board Members serve two-year terms as unpaid volunteers, although some offices include a modest monthly stipend. Necessary business expenses are reimbursed according to CAPS' Bylaws and Policies.

The Board convenes one Saturday each quarter to conduct business, and members also serve on committees that meet more frequently, usually via conference call or virtually. Most of the time we spend on CAPS business is not considered compensable work time, so most of us use vacation or annual leave to perform our Board duties. (Although when meeting with state management on official business, such as bargaining, the State may provide time.)

This volunteer-leadership model has served CAPS well since our union launched nearly 40 years ago. It helps keep dues among the lowest among California state-employee unions. It brings energy and ideas that come with healthy, orderly leadership change. It ensures the Board stays grounded in your concerns. After all, we're working State Scientists who must live with CAPS' leadership decisions, just like you.

So, think about it, and if you have a heart to serve, consider running for office.

The deadline to file a nominating petition for the 2023-2025 CAPS Board of Directors Election is July 31 by 5 p.m. (PDT). Completed forms should be emailed to elections@capsscientists.org. Incomplete petitions and those received after the deadline will not be accepted.

Nominating petitions and the CAPS Campaign Rules Handbook, which has details about the Board seats and duties, the election calendar and other important information can be found at www.capsscientists.org/election-info. Only members can run for office. Supervisory members may only run for the supervisor's seat. There is no filing fee.



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Print. Recruit. Cash.



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CAPS has produced flyers – “Did You Know?” – to inform new-to-state-service scientists about why they should consider joining CAPS. You can help spread the word by downloading and posting these flyers in your cubicle and on your workplace’s union bulletin board. See the flyer at www.capsscienists.org/resources/infographics. Remember, CAPS provides a \$50 incentive bonus when you recruit a new member! Just make sure your name is in the “Referred by” field in the member application, which is also online at www.capsscienists.org/application/.

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