



## **Resolution 23-05.060**

### **Supporting the California Association of Professional Scientists**

WHEREAS, the California Association of Professional Scientists (CAPS) labor union represents approximately 4,500 State scientists employed by the State of California, a majority of whom identify as female, including biologists, chemists, climatologists, epidemiologists, toxicologists, research scientists, veterinarians and other scientific disciplines; and

WHEREAS, several global environmental crises require action and transformative change, and State scientists are critical to addressing these urgent challenges that threaten California, including but not limited to climate disruption, wildfires, drought, extinctions and biodiversity loss, invasive species, ecosystem destruction, housing shortages, pollution, diseases, and threats to our food and water supply, as State scientists lead the nation in scientific research, utilize state-of-the-art laboratories to evaluate public health and environmental issues, develop protective regulations, and work in collaboration with other workers in the public and private sector; and

WHEREAS, CAPS has been bargaining to renew their contract with the State of California for more than three years to restore State scientists' historical salary relationships with State scientific supervisors and State engineers, a super-majority of whom identify as male, and perform equivalent work to each other by closing wage gaps of up to 43%, and provide salaries competitive with scientists in local, county and federal governments and private sector, and in February 2023 State scientists rejected a collective bargaining agreement that did not come close to restoring historical salary relationships let alone keep up with recent inflation, requiring that bargaining continue;

THEREFORE BE IT RESOLVED, that the California Democratic Party supports State scientists in their efforts to secure a fair contract with competitive compensation that recognizes the invaluable contributions of State scientists in keeping Californians safe, healthy, and well-informed.

*This Resolution was passed by the California Democratic Party Resolutions Committee at the August 2023 Executive Board Meeting in Visalia.*