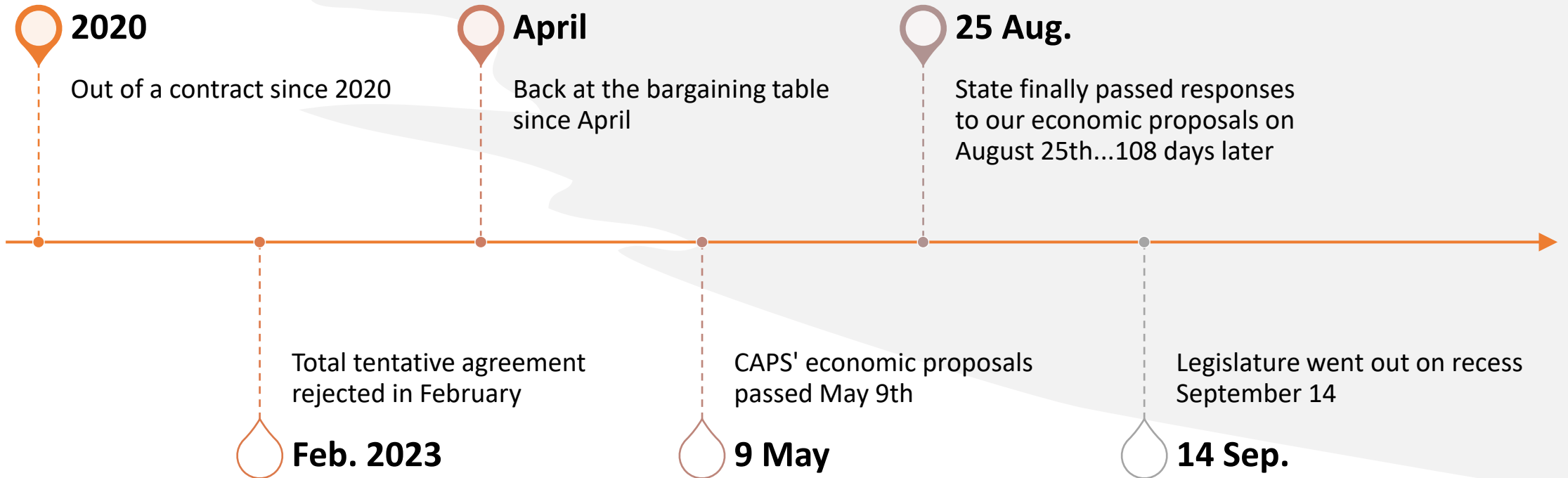




Bargaining Update Worksite Meeting

Where We've Been



Progress at the Table

- TA'd 164 Sections
- Outstanding Sections:
 - 2.1 Salaries
 - NEW* 2.18 Geo Pay
 - NEW* 2.19 Longevity Pay
 - NEW* 2.25 Emergency Response Differential
 - NEW* 3.25 Employee Donated Release Time Bank
 - 5.1 Health, Dental, Vision
 - 13.1 No Strike
 - 13.2 No Lockout
 - 13.6 Supersession
 - 20.1 Entire Agreement
- **Note: the "NEW" sections would be new additions to any successor MOU. These were not found in the 2018-2020 MOU.*
- **Your input determines our parameters at the bargaining table.**

Scientists Input Determines Our Parameters: Bargaining Survey Results

- 87% of respondents stated restoration of historical salaries is a priority
- 85% of respondents report they make less than others who perform similar jobs in comparable positions
- 80% of respondents strongly disagree or disagree that their pay is fair based on the work they perform
- 78% of respondents stated they would not vote for a contract that did not match the inflation rate since the MOU expired
- 57% of respondents are looking to leave State Service. Pay and Cost of Living were the primary reasons.
- 83% of respondents would remain in State Service if provided recognition of longevity.
- 83% of respondents indicated they need to do something to supplement their income to make ends meet (i.e. have a roommate, second job, etc)
- <https://capscontract2023.org/the-platform/>

Year	Senior Environmental Scientist (Specialist)	Senior Environmental Scientist (Supervisory)	Percent Difference
1981	\$2,684	\$2,684	0.00%
1984	\$2,845	\$2,845	0.00%
1984	\$3,128	\$3,128	0.00%
1984	\$3,378	\$3,378	0.00%
1985	\$3,581	\$3,581	0.00%
1986	\$3,760	\$3,760	0.00%
1988	\$3,901	\$3,901	0.00%
1989	\$4,135	\$4,135	0.00%
1990	\$4,300	\$4,300	0.00%
1991	\$4,515	\$4,515	0.00%
1994	\$4,741	\$4,741	0.00%
1995	\$4,883	\$4,883	0.00%
1999	\$5,626	\$5,629	0.05%
2000	\$5,851	\$5,854	0.05%
2003	\$6,144	\$6,147	0.05%
2006	\$6,359	\$6,362	0.05%
2007	\$6,575	\$6,578	0.05%
2013	\$6,772	\$6,775	0.04%
2014	\$6,772	\$9,658	42.62%
2015	\$6,975	\$9,899	41.92%
2016	\$7,324	\$10,394	41.92%
2017	\$7,690	\$10,602	37.87%
2018	\$8,075	\$11,079	37.20%
2019	\$8,479	\$11,522	35.89%
2021	\$9,126	\$12,165	33.30%
2022	\$9,126	\$12,469	36.63%
2023	\$9,126	\$12,843	40.73%

Year	Associate Industrial Hygienist (BU10)	Associate Safety Engineer (BU9)	Percent Difference
1979	\$2,307	\$2,307	0.00%
1980	\$2,532	\$2,532	0.00%
1981	\$2,684	\$2,684	0.00%
1982	\$2,684	\$2,684	0.00%
1984	\$3,073	\$3,257	5.99%
1985	\$3,257	\$3,257	0.00%
1986	\$3,420	\$3,586	4.85%
1988	\$3,548	\$3,726	5.02%
1989	\$3,761	\$3,950	5.03%
1990	\$3,911	\$4,108	5.04%
1991	\$4,107	\$4,313	5.02%
1994	\$4,312	\$4,563	5.82%
1995	\$4,441	\$4,700	5.83%
1999	\$5,116	\$5,157	0.80%
2000	\$5,321	\$5,363	0.79%
2003	\$5,587	\$5,913	5.83%
2006	\$5,783	\$6,843	18.33%
2007	\$6,577	\$7,616	15.80%
2008	\$6,577	\$8,378	27.38%
2013	\$6,774	\$8,629	27.38%
2014	\$6,774	\$8,629	27.38%
2015	\$6,977	\$8,914	27.76%
2016	\$7,326	\$9,360	27.76%
2017	\$7,692	\$9,547	24.12%
2018	\$8,077	\$9,977	23.52%
2019	\$8,481	\$10,376	22.34%
2021	\$9,128	\$10,955	20.02%
2022	\$9,128	\$11,229	23.02%
2023	\$9,128	\$11,566	26.71%

Year	Energy Commission Specialist I (BU10)	Electric Generation System Program Specialist I (BU9)	Percent Difference
1977	\$2,060	\$2,060	0.00%
1979	\$2,362	\$2,362	0.00%
1980	\$2,592	\$2,592	0.00%
1981	\$2,748	\$2,748	0.00%
1984	\$2,913	\$2,913	0.00%
1984	\$3,146	\$3,146	0.00%
1985	\$3,335	\$3,335	0.00%
1986	\$3,502	\$3,669	4.77%
1988	\$3,633	\$3,815	5.01%
1989	\$3,851	\$4,044	5.01%
1990	\$4,005	\$4,206	5.02%
1991	\$4,205	\$4,416	5.02%
1994	\$4,415	\$4,446	0.70%
1995	\$4,547	\$4,808	5.74%
1999	\$4,797	\$5,072	5.73%
1999	\$4,989	\$5,275	5.73%
2000	\$5,189	\$5,486	5.72%
2003	\$5,448	\$6,048	11.01%
2006	\$5,639	\$7,084	25.63%
2007	\$5,831	\$7,934	36.07%
2013	\$6,006	\$8,997	49.80%
2015	\$6,186	\$9,294	50.24%
2016	\$6,495	\$9,759	50.25%
2017	\$6,820	\$9,954	45.95%
2018	\$7,161	\$10,402	45.26%
2019	\$7,519	\$10,818	43.88%
2021	\$8,093	\$11,422	41.13%
2022	\$8,093	\$11,708	44.67%
2023	\$8,093	\$12,059	49.01%

Where We Are

- **On September 2:** R/F State Scientists overwhelmingly supported a strike authorization with **93.51%** approval
 - The State made no additional movement towards updating their economic package and have repeatedly mentioned that “the money is the money.”
- **On September 6:** your CAPS Bargaining Team unanimously voted to file unilaterally for impasse with the Public Employee Relations Board (PERB).
 - The State was not interested in making a joint impasse request to PERB.

Hard Truths

- According to the [LAO](#), prices have grown 17% since 2020
- The State's most recent economic proposal doesn't:
 - Begin to address inflation
 - Recognize like pay for like work
 - The average State Scientist makes \$34,000/year less than the average State Engineer for doing the same or comparable work
 - The average salary of BU10 State Scientists is \$7,300/month
 - The average salary of a BU9 State Engineer is \$10,100/month
 - Provide any longevity recognition
 - Acknowledge the skyrocketing cost of housing, even though California is one of the most expensive places to live in the world
- The State's proposals exacerbate pay inequities within our own unit even further and don't even come close to meeting our needs

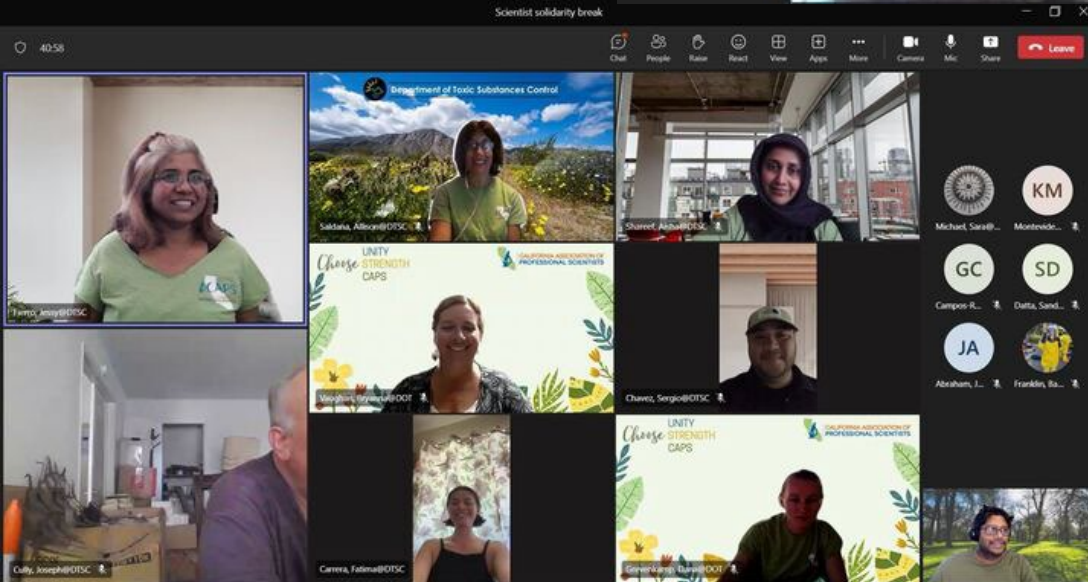
Stalemate

- On September 19, 2023, CAPS counsel filed for impasse with PERB.
- PERB has 5 working days following the receipt of the written request to notify both parties of whether they believe impasse has been reached.
- **CAPS and the State will not be at a formal impasse unless and until PERB formally decides on the matter.**
- If PERB determines an impasse has been reached:
 - Mediation is the impasse resolution procedure the Dills Act provides.
 - The Dills Act requires the parties to use the procedure in good faith.
 - Impasse may break and the duty to bargain may revive when either party makes a concession, or due to a “changed circumstance.”
- If PERB determines impasse has not been reached:
 - We will be back at the bargaining table with the State.

What is Impasse?

- A stalemate
- Evergreen Clause Ends
- Mediation
- Our power to change an imposed contract would depend on the strength, power, and participation of our union membership.
- Once impasse procedures have been exhausted, the following can happen:
 - Governor can impose Last, Best, and Final Offer (LBFO): cannot legally be regressive; and/or
 - Job actions, including strike
- Learn more about impasse and related bargaining procedures:
 - <https://capsscientists.org/caps-bargaining/procedures/>

State Scientists are humans, not line items within a budget



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What can YOU do?

- You and your colleagues ARE the union.
- We need a supermajority participation in all actions to maximize their impact!
- Recruit new CAPS members
- Join the Contract Action Team (CAT)
- Stay informed:
www.capscontract2023.org
- Be prepared to strike if/when circumstances warrant

“In California, we recognize that our incredible diversity is the foundation for our state’s strength, growth and success – and that **confronting inequality is not just a moral imperative, but an economic one,**” said Governor Newsom.

-Governor Newsom
September 13, 2022