

## ISSUE #10

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- ▶ CAPS President Talks About Historic Strike, Solidarity, and Winning!
- ▶ Statewide Pictures of #DefianceForScience

# CAPS PRESIDENT TALKS ABOUT HISTORIC STRIKE, SOLIDARITY, AND WINNING!

CAPS President Jacqueline Tkac delivered this speech on November 18 to more than 1,200 state scientists and their supporters who rallied at the California Democratic Party Fall Endorsing Convention in Sacramento. Her remarks followed CAPS' historic three-day Defiance For Science strike that concluded on November 17.

Good afternoon, everyone. Welcome to our Union Solidarity Rally and March for Scientists!

My name is Jacqueline Tkac. I am the President of CAPS, the California Association of Professional Scientists. I want to express our sincere appreciation to all of you who are here today and have taken the time to get to know us in the green shirts and support our efforts for a fair contract.

We represent more than 4,300 rank-and-file scientists who work for the State of California.

We have been out of a contract, bargaining with the Governor's representatives for over three years now. **What we are fighting for is simple:** equal pay for equal work.

This week, CAPS made history as the first state civil service employee union to strike EVER. The State left us with **no choice**.

The State has tried **EVERYTHING** in their power to stop our strike, including filing **frivolous unfair labor practices** and using scare tactics to intimidate scientists from going on strike.

DESPITE the State's efforts, our members, in the true Defiance for **Science** spirit, **showed up in the thousands on the picket lines STATEWIDE**. We've had ENOUGH of this administration's disrespect and excuses.

State Scientists are CRITICAL to addressing **urgent** challenges that **threaten** our State, our nation, and our world, including climate change, wildfires, drought, exposure to toxic chemicals, loss of biodiversity, invasive species, ecosystem destruction, housing shortages, diseases, threats to our food and water supply, and more.

California relies on its thousands of State Scientists to transform the promises we make to the world in pledges, partnerships, and agreements into meaningful policies and programs.

Our Defiance for Science strike this week ... not only did it change history, but it also changed each and every one of us scientists.

We spent the last two years diligently building up the strength of our union with our Contract Action Team. Everyone, please give a round of applause to our CAT! I want to also give a special shout-out to all of the union members, elected officials, first responders, and veterans that came out to support us.

This week, we **SHOWED UP**. We showed up for one another. We showed up for our families. We showed up for YOUR families. We showed up for our loved ones and the communities we serve. We showed up to ensure that this administration knows that we will NOT allow them to bully us into compromising our



*President Jacqueline Tkac speaks at CAPS November 18 rally in Sacramento.*

*President's Speech Continued on Page 4...*



# MEMBERS STRIKE SENDS MESSAGE: VALUE SCIENTISTS!

CAPS members from Eureka to San Diego and Oakland to Lake Tahoe hit the picket lines for a historic three days in November to demand Governor Gavin Newsom bargain a contract with wages that appropriately value State Scientists. #DefianceForScience marked the first time that state civil servants walked off the job since the 1977 Dills Act allowed them to collectively bargain. The actions started November 15 at CalEPA Headquarters in Sacramento, then spread statewide on November 16 and 17.

Here are a few pictures from the picket lines around the state. You can view 2,700 more at <https://dropevent.com/CAPS>. To see #DefianceForScience in the news, go to <https://capscontract2023.org/the-platform/news/> or check CAPS IG and X social media posts with the hashtag #CAPSIntheNews.



**EUREKA**



**FRESNO**



**PALM DESERT**



**S. LAKE TAHOE**



**LOS ANGELES**



**SANTA CRUZ**



**MONTEREY**



**SAN DIEGO**



**SANTA ROSA**







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*President's Speech Continued from Page 4...*

# CAPS PRESIDENT TKAC'S NOVEMBER 18 SPEECH CONTINUED...

State's public health, water, clean air, and food supply by keeping us down.

We laughed together, got our steps in together, but most importantly ... we demonstrated to the world and to ourselves that **this administration may be able to steal our wages ... at least they think they can ... but they CANNOT steal our JOY, and they cannot steal our PASSION!**

We will never go back to tolerating the level of disrespect we've been through for so long.

We will never go back to the union that we were on Tuesday of this week.

We know the power to change our own lives, our own contract, is up to us.... we're tired...but we are also energized...We are **ORGANIZED** to **WIN** ... and we aren't going **ANYWHERE**. We are quite literally a group of **MAD SCIENTISTS!**

State Scientists deserve a fair contract **NOW**. And we won't stop until we get what we deserve.

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