



CALIFORNIA ASSOCIATION OF
PROFESSIONAL SCIENTISTS

CAPS Affiliation with the UAW

February 24, 2024
Board of Directors

Why We're Here

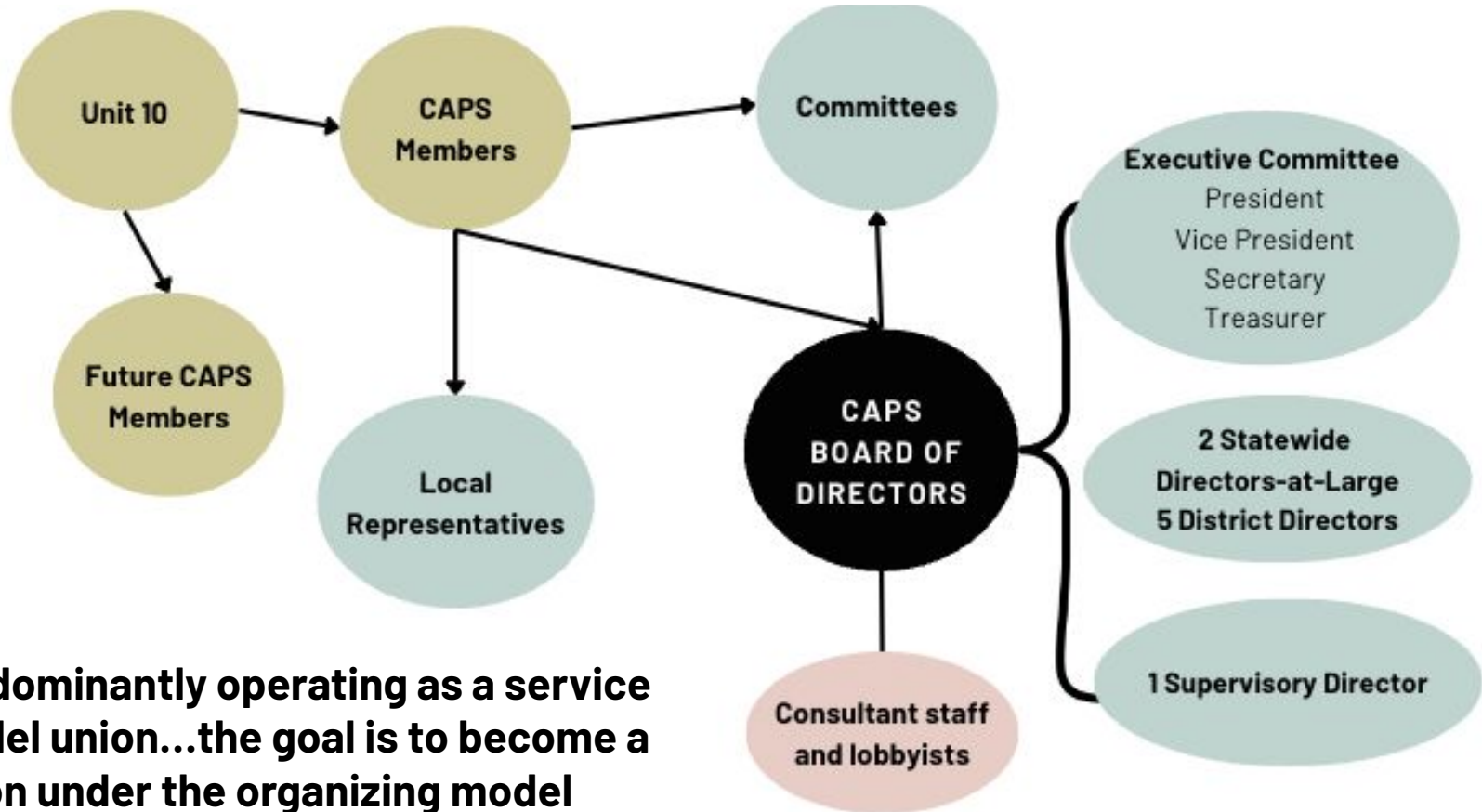
- CAPS leadership has drafted an affiliation agreement with the International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- The CAPS Board of Directors will be voting on whether to approve the affiliation agreement and bring it to the membership for a ratification vote
- Following an affirmative vote of CAPS' members to affiliate with the UAW, the UAW will immediately charter CAPS as a local union
 - CAPS would become a Local Union of UAW, keeping its ability to fight for the specific needs of state scientists while gaining the support and power of UAW International and UAW Region 6.

History of CAPS

- 1984: CAPS was formed by state scientists who disaffiliated from the California State Employees Association (CSEA, now SEIU Local 1000)
 - Since 1984, we've been a small, independent union that has contracted with labor consultants (Blanning and Baker) and lobbyists (Aaron Read and Associates)
- By affiliating with UAW, we maintain our autonomy as a local union of UAW...dedicated to the employment and professional needs of state scientists



How Our Union is Currently Structured



Predominantly operating as a service model union...the goal is to become a union under the organizing model

	Organizing Model	Service Model
Attitude Towards Employer	Defending our rights, enforcing our contract, and growing our collective power are what is most important.	Good relationship with management is most important.
Members Attitudes Toward Union	Members see themselves as the union. Self-organized activity openly encouraged. Members take personal responsibility for success of the union	Little turnover in leadership. Members see leadership or staff as the union. Wait for the union to do something
Grievance Handling	Collective action is primarily used to address issues	Staff and leaders try to settle issues with little involvement or even without members
Settling Grievances	Members are given concrete ways to participate	Members are told to sit and wait while staff or leaders use slow grievance process
Selection of Stewards	Election or selection by co-workers	Appointment by union leadership

Source: [The NewsGuild of New York](#)

	Organizing Model	Service Model
Bargaining	Large bargaining committee, open bargaining, constant flow of information to members	Small committee, negotiations often kept secret until a settlement is reached
Strategy and Tactics	Encourage initiative and creativity of members	Reluctant to involve members in bringing pressure on employer
Organizing the Unorganized	Union represents all workers: organized and unorganized. In a constant state of organizing to grow our power in the industry	Unwilling and unable to organize, feels threatened by newly organized
Views Toward the Labor Movement	Members feel connected to broader labor movement and show up in support of other unions	Views union as a professional association rather than part of a movement
Bottomline	The union is transformational - we are changing our workplace and changing the world for the better	The union is transactional - a business that provides a service in exchange for dues

Source: [The NewsGuild of New York](#)

Who is the UAW?

- Founded on August 26, 1935
- The UAW Constitution is the highest law of the UAW
- The UAW is:
 - Casino workers
 - Technical, office, professional employees
 - Heavy truck, bus, agricultural implement assemblers
 - Aerospace workers
 - Higher education workers
 - Public employees
 - Health insurance, healthcare professionals & technicians



....and soon to be California State Scientists!

About Local Unions of the UAW

- Local unions are autonomous units of the UAW comprised of members who work for the same employer and share a common interest in their work conditions.
- Local unions that are comprised of members who work for different employers or under different units are **amalgamated**.
- There are over 600 UAW local unions in the United States, Canada, and Puerto Rico.
 - The UAW has more than 400,000 active members and more than 580,000 retired members



How Our Union Would Generally be Structured as a UAW Local

MEMBERS ARE THE HIGHEST AUTHORITY IN THE UNION.

WE ARE THE UNION!

STEWARDS ARE THE DIRECT ORGANIZERS. THEY REPRESENT THE MOST PERSONAL CONNECTION BETWEEN MEMBERS AND UNION LEADERSHIP.

HEAD STEWARDS, UNIT CHAIRS, RECORDING SECRETARIES ARE THE UNIT LEADERSHIP, RESPONSIBLE FOR DIRECTING UNION WORK AT EACH WORKSITE.

VICE PRESIDENT(S)

RECORDING SECRETARY TAKES MINUTES AT MEETINGS OF THE E-BOARD AND JOINT COUNCIL; PROVIDES NOTICE OF MEETINGS AND ELECTIONS

FINANCIAL SECRETARY/TREASURER IS RESPONSIBLE FOR THE FINANCES OF THE LOCAL, APPROVES SPENDING, KEEPS REPORTS.

TRUSTEES (3) HELP TO OVERSEE THE LOCAL'S FINANCIAL BOOKS.

SERGEANT AT ARMS INTRODUCE ALL NEW MEMBERS AND VISITORS AND ASSIST THE PRESIDENT IN PRESERVING ORDER

GUIDE MAINTAINS ORDER AND INSPECTS MEMBERSHIP RECEIPTS

PRESIDENT MAKES DECISIONS ON BEHALF OF THE UNION IN BETWEEN E-BOARD MEETINGS, SUBJECT TO JOINT COUNCIL OR E-BOARD APPROVAL.

JOINT COUNCIL

HAS THE HIGHEST AUTHORITY BETWEEN MEMBERSHIP MEETINGS OR VOTES, ACTING ON BEHALF OF THE MEMBERSHIP

EXECUTIVE BOARD

Resources from the International Union, UAW



APRIL 14-19
2024 EDUCATION COMMITTEE CONFERENCE
@ the Walter & May Reuther Family Education Center - Onaway, MI

ATTEND WORKSHOPS ABOUT
RUNNING A COMMITTEE USING VISUAL AIDS FACILITATION SKILLS REGIONAL BREAKOUTS
STRATEGIC PLANNING ADULT LEARNING STYLES UAW CURRICULUM KITS

REQUEST TO ATTEND THROUGH YOUR LOCAL UNION
REGISTRATION DEADLINE MARCH 15

15-04
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- UAW International Staff
- UAW Departments
- UAW Strike and Defense Fund



EDUCATION  DEPARTMENT

2024 CONFERENCES

Education Committee Conference
APRIL 14-19

Standing Committees Institute
MAY 19-24

Community Services Committee & EAP Conference
JUNE 9-14

Unionism 101 Conference
JUNE 23-28

Young Workers Institute
JULY 7-12

Family Scholarship
JULY 21-26

EAP & Community Service Committee Conference
SEPTEMBER 8-13

Leadership Essentials Institute
OCTOBER 6-11

@ Walter & May Reuther UAW Family Education Center - Onaway, MI
* This list does not include Regional or other International Department's conferences

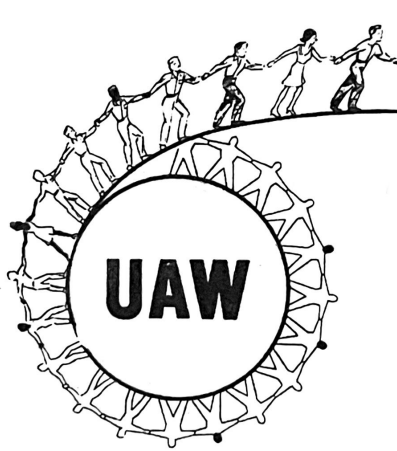
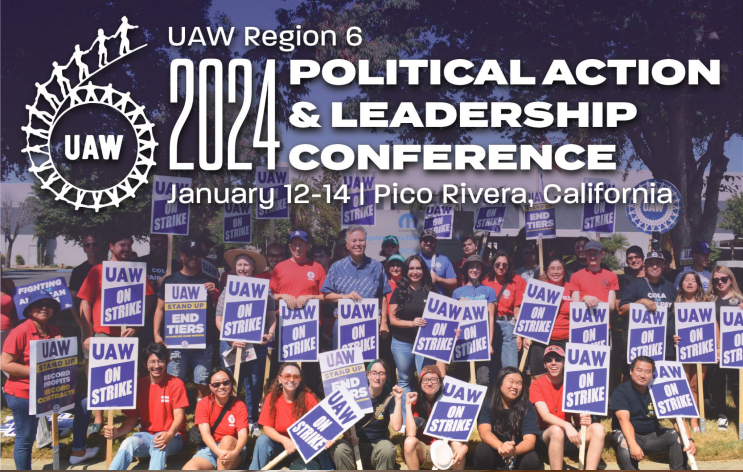
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The UAW is divided into nine geographic regions. Each region is led by a regional director elected at the UAW Constitutional Convention by delegates from the region they represent.

The current Regional Directors can be found at: <https://uaw.org/executive-board>.

CAPS would become a local union within **UAW Region 6**.





Transition to an Equitable Dues Structure Under UAW

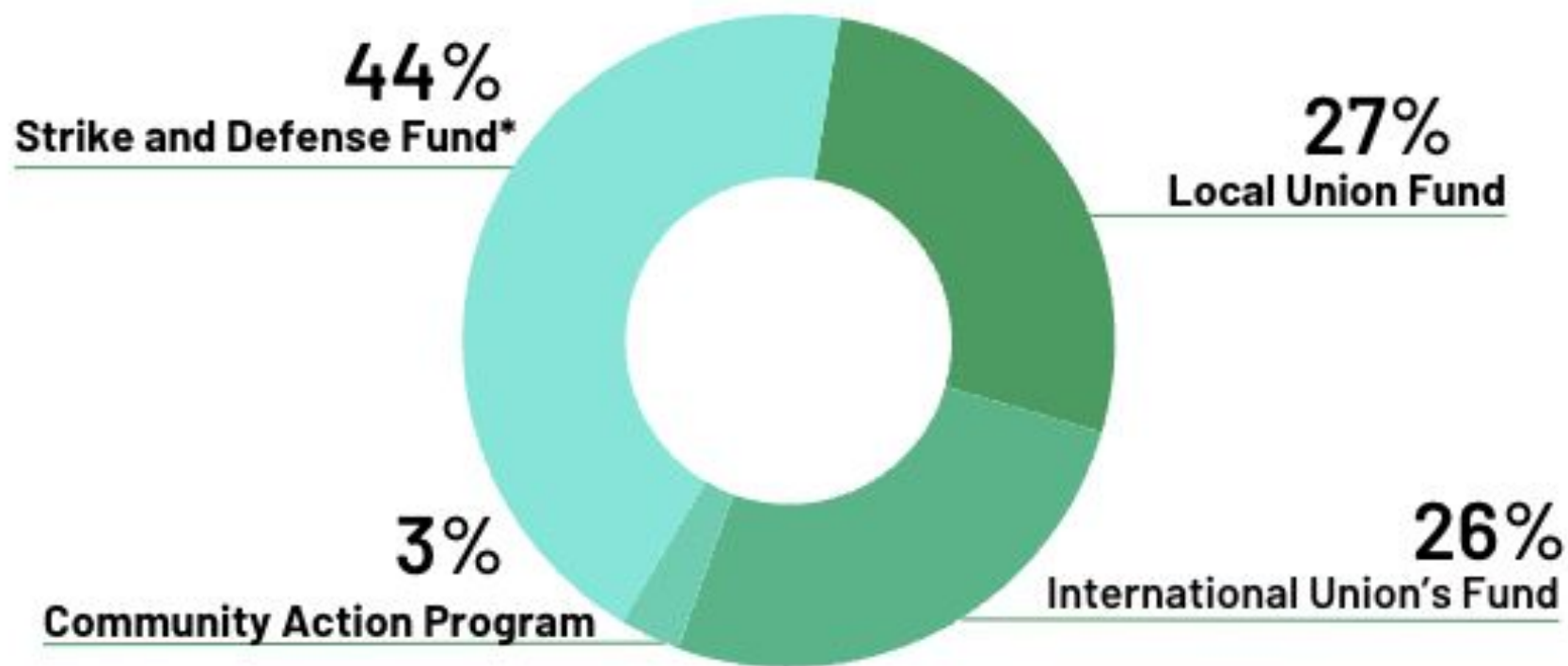
- UAW members pay dues in an amount determined by their pay structure and whether they have a legal right to strike.
- Dues are set by UAW Constitutional Convention delegates.
- Dues vary depending on the net worth of the International Strike and Defense Fund.

Dues Phase-In for CAPS, as a Local of the UAW

	Members with a legal right to strike (R&F)	Members without a legal right to strike (S/M)
Upon Ratification	\$59	\$59
April 1, 2025	1.44%/1.15%* with a cap of \$79/month	1.095%/.805%* with a cap of \$79/month
April 1, 2026	1.44%/1.15%* with a cap of \$100/month	1.095%/.805%* with a cap of \$100/month
April 1, 2027	1.44%/1.15%* with a cap of \$150/month	1.095%/.805%* with a cap of \$150/month
January 1, 2028	1.44%/1.15%*	1.095%/.805%*

****Depending on the net worth of the International Strike and Defense Fund on that date***

AS A UAW LOCAL: WHERE YOUR DUES WOULD GO



*A portion of local dues income distributed to the Strike and Defense Fund will be rebated back to the Local Union Fund on a monthly basis.**

Opportunities Affiliation Provides State Scientists

Immediate:

- Political clout
- Collaborative and supportive solidarity with other locals that share our labor goals.
- Organizers and structures that have successfully executed big wins for workers through organizing
- Access to UAW's \$800 million strike fund
- Additional layers of accountability for our local leadership
- A voting voice in regional goals and strategies for coalition actions
- Support from UAW International Union and UAW Service Representatives

Longer-term:

- Maintain our union's autonomy
- Empowerment of you as members to be active participants within your own rights a worker including the everyday governance of your union
- Equitable dues structure
- A more democratic union where the membership is the highest authority

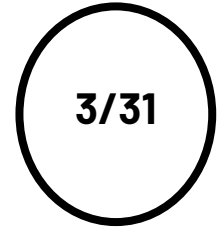
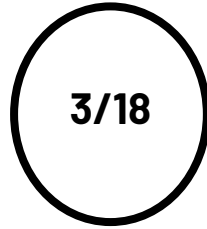
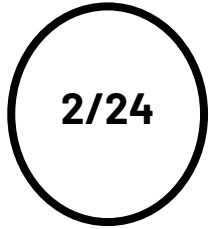




Why is this Opportunity Being Brought Forward

- The UAW's experience with representation of scientific professionals and public employees, and the reputation and resources that the UAW can provide to represent the members of CAPS.
- CAPS and the UAW have a shared overriding concern for:
 - the improvement and expansion of quality scientific programs that will ensure a sustainable and equitable future for all, including the improvement of terms and conditions of employment for scientists, and all workers, and
 - advancing the general interests of California's working people, and
 - a desire to bring those employees within the ranks of organized labor both in the State of California and throughout the country.
- CAPS and the UAW mutually recognize that an affiliation between us will enhance the ability of each to achieve the aforementioned goals.

What Comes Next



Board of Directors Meeting

Vote by Board of Directors to: approve affiliation agreement, and notice the membership of a ratification vote

Vote Opens

Ballots sent to members to vote on ratification of affiliation agreement

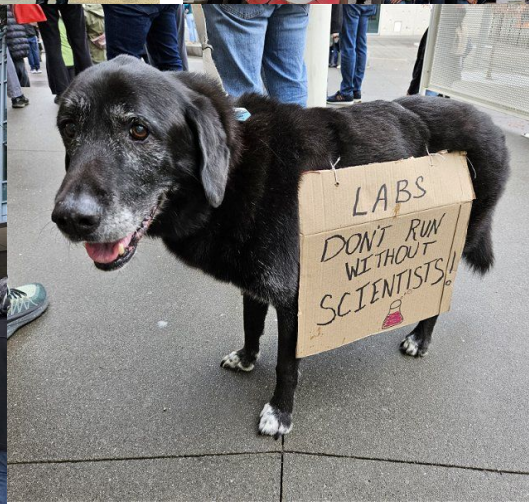
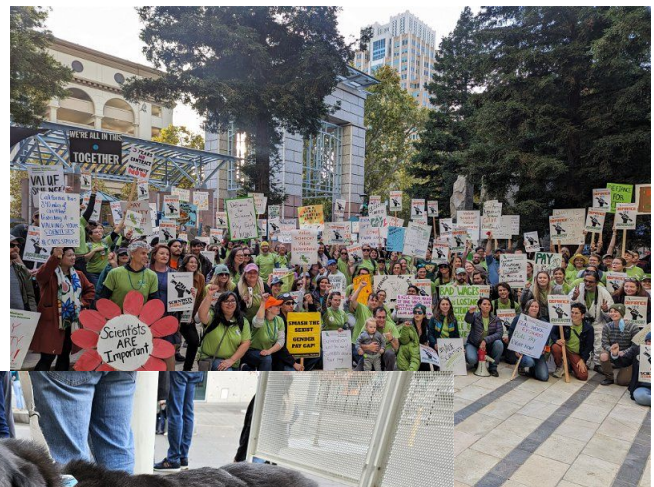
Voting Closes

Last day to vote on whether to ratify the affiliation agreement

Next Steps for YOU and YOUR COLLEAGUES



- Read the Affiliation Agreement and the FAQs
- Attend worksite meetings
- Reach out to your Scientific colleagues - talk about it and encourage them to vote!
- Reach out to CAPS Leadership with questions: BOD@capsscienitists.org
- Provide your preferred contact info in a form being released today
- Volunteer to support in-person worksite meetings!
 - CAPpy hours!!!
- Join the CAPS Contract Action Team (CAT)



We are the union!

Let's Talk About It!

