

**Proposed Motions**  
**CAPS BOARD OF DIRECTORS' MEETING**  
Via Zoom  
February 24, 2024  
9:00AM

**1. Minutes of November 4, 2023**

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**Sponsor:** CAPS Secretary Hannah Johnson

**Background:** CAPS Board of Directors typically reviews and approves minutes of its meetings.

**Proposed Language:** "To approve the minutes of the November 4, 2023, CAPS Board of Directors meeting."

**Motion:**

**Second:**

**Vote:**

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**2. CAPS Worksite Rep Application**

**Sponsor:** CAPS Representation Committee

**Background:** A CAPS member interested in becoming a CAPS Local Rep must complete an application, and have it signed by colleagues. It is then submitted to the CAPS Board of Directors for approval, after review by the CAPS Representation Committee. For this meeting, those completing an application include (copy in the Board packet): Alex Rangel (Senior ES Specialist, Caltrans, Fresno), Kyle Peerless (Research Scientist II, CDPH, Contra Costa), and Robert Haerr (Environmental Scientist, CDPH, Contra Costa).

**Proposed Language:** "To approve Alex Rangel, Kyle Peerless, and Robert Haerr as CAPS Local Reps."

**Motion:** CAPS Representation Committee

**Second:** N/A

**Vote:**

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**3. 2024 CAPS Budget**

**Sponsor:** CAPS Budget Committee

**Background:** The CAPS Bylaws (Article VII, Section 4) requires the Board to adopt an annual budget. This proposed budget was prepared under the guidance of Treasurer Rivera and the draft before you represents the best estimate of what income and expenses will be for 2024.

**Proposed Language:** “The CAPS Board of Directors hereby adopts a budget for the 2024 calendar year with a projected income of \$2,932,951.83, projected expenses of \$2,925,201.78, and an estimated surplus of \$7,750.05.”

**Motion:** CAPS Budget Committee

**Second:** N/A

**Vote:**

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**4. CAPS Facebook Account**

**Sponsor:** CAPS PR Committee

**Background:** Over the years, many CAPS Boards have discussed setting up a CAPS Facebook Account, but have opted not to for a variety of reasons. Most recently, at the May XX, 2018 Board of Director’s Meeting, the Board opted not to establish an official CAPS Facebook Account. With social media being one of the primary ways folks communicate these days, and with some of our members not on either of CAPS’ two other platforms, Twitter/X or Instagram, the time is now to once again consider establishing an official CAPS Facebook Account. The CAPS PR Committee voted in favor of bringing a motion to establish an official CAPS Facebook account to the Board of Directors at their January 31, 2024 meeting, and more information is included in the Board Packet.

**Proposed Language:** “The CAPS Board of Directors hereby authorizes the establishment of an official CAPS Facebook Account.”

**Motion:** CAPS PR Committee

**Second:** N/A

**Vote:**

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**5. CAPS Affiliation Agreement with UAW**

**Sponsor:** CAPS Executive Committee

**Background:** CAPS desires to affiliate with the International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW), because of the UAW’s experience with the 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 share an 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. The UAW is willing to commit its experience, personnel, and other resources to strengthen the effectiveness of CAPS, and to attempt to organize other scientific workers. CAPS is willing to commit its experience, personnel, and other resources to help bring unorganized scientific and public sector workers into the ranks of organized labor. CAPS and the UAW recognize that an affiliation between the two groups will enhance the ability of each to achieve the aforementioned goals.

**Proposed Language:** “To approve the affiliation agreement between CAPS and the UAW.”

**Motion:** CAPS Executive Committee

**Second:** N/A

**Vote:**

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**6. UAW Affiliation Agreement - Ratification Vote**

**Sponsor:** CAPS Executive Committee

**Background:** Pursuant to the Bylaws, Policy and Practice Manual of CAPS, and upon an affirmative vote by the CAPS membership, CAPS, its officers, agents and members, agree to affiliate with the UAW. Following an affirmative vote of CAPS’s members to affiliate with the UAW, the UAW will immediately charter CAPS as a local union.

**Proposed Language:** “To host a Special Meeting of the Members vote by secret ballot for the membership to ratify the affiliation agreement between CAPS and the UAW approved by the CAPS Board of Directors on February 24, 2024, pursuant to Article III of the CAPS Bylaws.

The place of the vote shall occur via an electronic voting system using a third-party vendor approved by the Executive Committee. The secret ballot shall include the question, "Ratify the "Affiliation Agreement: California Association of Professional Scientists and International Union, UAW" approved by the CAPS Board of Directors on February 24, 2024?" The voting options for the affiliation agreement shall be: approve, reject, or abstain. Ballots returned with a vote to abstain will only count towards the quorum required in Article III Section 4(b) of the CAPS Bylaws, and will not be counted towards the majority vote required to ratify the affiliation agreement pursuant to Article III Section 5 of the CAPS Bylaws.

The ratification vote shall begin at 8:00 a.m. March 18, 2024 and conclude at 11:30 p.m. on March 31, 2024. Written notice of the vote shall be given to the CAPS membership via email and by posting on the CAPS website on Saturday, February 24th."

**Motion:** CAPS Executive Committee

**Second:** N/A

**Vote:**