

CAPSULE

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California Association of Professional Scientists Votes Overwhelmingly to Affiliate with UAW

(Note: This press release was issued to media in California, nationally, and internationally on April 2.)

SACRAMENTO – A clear majority of the membership of the California Association of Professional Scientists (CAPS), representing almost 6,000 professional scientists who work for the State of California, have voted to affiliate with the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), according to votes counted yesterday. The vote passed with 88% of CAPS members voting yes, and 75% of members participated in the vote.

The California Association of Professional Scientists represents rank-and-file scientists, supervisors, and managers who work in more than 50 departments across California's government. They perform air, water and soil testing, engineer new earthquake warning systems, scope out the State's future energy needs and more. Their work protects the health and property of every Californian, and they are on the front lines of fighting climate change.

CAPS' Board of Directors voted unanimously to recommend affiliation with UAW on February 24, and held dozens of town hall-style meetings and workplace discussions with members up and down the State. The membership of CAPS is the highest authority, and their decision has ratified affiliation.

"Today's outcome is a victory for our members and for science as a public good," said Jacqueline Tkac, Environmental Scientist at Central Coast Regional Water

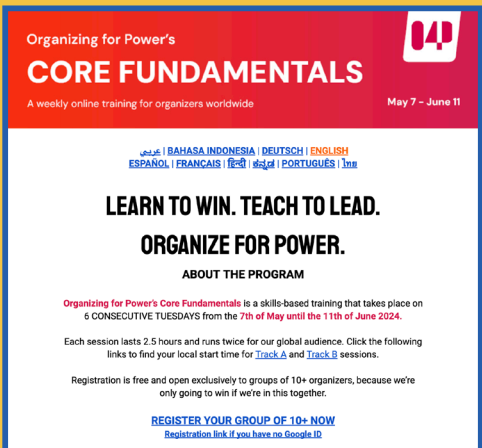
Quality Control Board and CAPS Board President. "Becoming part of the UAW will strengthen our mission to protect California's natural resources, safeguard public health, and defend our abundant agricultural economy. We look forward to bargaining a strong contract that will allow us to care for ourselves and our families and continue to deliver the highest quality science on behalf of Californians."

"We are excited to be joining a strong network of many thousands of UAW members across the country, including academic researchers in California, who share our priorities of fighting climate change and ensuring a sustainable and equitable future for all," said Justin D. Garcia, a Senior Environmental Scientist at California's Department of Fish and Wildlife and a rank-and-file CAPS member.

"We are proud to welcome the scientists of CAPS to the UAW family," said UAW President Shawn Fain. "The work you do is critical to the health and safety of every Californian, and we look forward to standing shoulder to shoulder with you as you fight for the contract you deserve."

"We are thrilled to welcome the CAPS organization and 6,000 of California's finest scientists into the UAW family," said Mike Miller, Director of UAW Region 6. "We look forward to supporting them in their effort to bargain a strong contract with the State of California. All of UAW Region 6 will fight for a strong CAPS contract."

STRENGTHEN YOUR UNION!



Organizing for Power's
CORE FUNDAMENTALS
A weekly online training for organizers worldwide May 7 - June 11

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LEARN TO WIN. TEACH TO LEAD.
ORGANIZE FOR POWER.
ABOUT THE PROGRAM

Organizing for Power's Core Fundamentals is a skills-based training that takes place on 6 CONSECUTIVE TUESDAYS from the 7th of May until the 11th of June 2024.

Each session lasts 2.5 hours and runs twice for our global audience. Click the following links to find your local start time for [Track A](#) and [Track B](#) sessions.

Registration is free and open exclusively to groups of 10+ organizers, because we're only going to win if we're in this together.

[REGISTER YOUR GROUP OF 10+ NOW](#)
Registration link if you have no Google ID

SIGN UP NOW FOR FREE ORGANIZING TRAINING!

Organizing for Power (O4P) is a training and networking program based on the idea that, to win the changes this world and our union needs, we must get a whole lot better at talking to – and organizing with – people who don't already agree with us. For working folks like us, the challenge is to use the strength of our numbers to build majority-led, disciplined structures that come together around shared goals and win campaigns we launch.

Now you can register to join O4P's Core Fundamentals remote course, which will take place **each Tuesday from May 7 to June 11**. The 2½-hour sessions start at 5 p.m. and are divided into lectures and practice time, plus campaign assignments our group will complete on our own. Learn more about the program [here](#).

The deadline to register via [this link](#) is April 26. O4P requires that we have a group of at least 10 participants because we're only going to win if we're in this together, disciplined and committed, and ready to build our skill sets to ORGANIZE FOR POWER. **Questions? Email caps@capsscscientists.org and put "O4P" in the subject line.**

CAPS AWARDS FOUR PROFESSIONAL DEVELOPMENT GRANTS

Your CAPS UAW Member Benefits Committee awards up to four \$500 Professional Development Grants four times each year. The grants fund research, education, and other professional advancement activities that the State does not fully subsidize. Here are the latest winners and a few words from their applications:



Emily Bork

Emily Bork, an Environmental Scientist (PI) for Parks and Recreation's San Diego office, used the grant to pay for part of the tuition to attend wetland delineation training. Emily said the knowledge will help "determining whether projects will have impacts to jurisdictional wetlands and require permits from regulatory agencies."



Elizabeth Brusanti

Elizabeth Brusanti, a Senior Environmental Scientist (Specialist) with the Delta Stewardship Council in Sacramento, applied for a grant to partially offset the cost of courses in the UC Davis CEQA Practitioners Program. Management has asked Elizabeth "to give a presentation on what I have learned to our unit."



Theo Claire

Theo Claire, an Environmental Scientist with Water Resources in Sacramento, will use the \$500 award to pay for attendance and lodging at the Cal-Neva American Fisheries Society conference in Redding in April. Theo will present work in "cutting-edge coldwater salmon reintroduction" at the meeting.



Linda Nguyen

Linda Nguyen, a Reach Scientist II for Public Health in Oakland, is using the grant to pay for chemistry courses to eventually obtain an advanced degree that will "align with my career goals ... a promotional and/or leadership role."

The next deadline to apply for a Professional Development Grant is June 30. For more details, please go to capsscscientists.org/application/benefits/grant. Certain limitations apply. Questions? Please contact CAPS UAW staff at 916-441-2629 or caps@capsscscientists.org.

CAPSULE IS GOING GREENER

Our *CAPSule* newsletter will make significant delivery and format changes in the next few months to serve you better.

First, we will begin delivering issues via email with an opt-in to receive *CAPSule* in print. As we shift to emphasizing the cyber newsletter, its layout will change to accommodate viewing on your mobile devices.

The changes will allow you to read, retrieve, and save electronic issues for easy reference and reduced clutter. You can immediately respond to calls to action with clicks. Digital information will be easier to share electronically with friends and colleagues. We will also save on postage costs, decrease our carbon footprint, and curb our waste stream.

Your CAPS UAW Board must formally approve these changes, which will delay implementation for another issue or two. Still, we wanted you to know what's ahead. Please watch CAPS' weekly emails and this publication for more details as we get closer to going greener!

HARD WORK BY CAT PRODUCED UAW VOTE SUCCESS

I am so proud of our union. Last month's overwhelming vote to affiliate with the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), charts a new course for CAPS – now CAPS UAW – that I firmly believe will give us the muscle at the bargaining table to win a contract that reflects our value to our State and the residents we serve through programs that protect public health, the environment, and the food supply.

I could go on and on about the vote: "YES - APPROVE" was selected on 88% of the ballots, and 75% of CAPS members voted. The outcome was the definition of "landslide."

But I want to take a moment to recognize a group of committed activists who have transformed our union: the Contract Action Team (CAT). These members are committed to building our strength through collective action in any way they can. Many have organized Practice Picketing and Science Tuesdays at worksites statewide. They have marched all throughout the State, including in Los Angeles, Oakland, and Sacramento – and encouraged others to join the action.

The CAT has formed a web of dynamic workplace leadership and activism fueling our collective actions. They serve as points of contact to coordinate and communicate with fellow State Scientists at their worksites, and they are in touch with the Member Action Committee to plan and mobilize approved actions to support bargaining efforts.

For example, the CAT helped organize our historic Defiance for Science strike in November, and many took media training to handle reporters' questions at picket lines from Eureka to San Diego and Bay Area to Lake Tahoe. Then, a few months later, they phone banked, and mobilized the membership for the successful UAW affiliation vote in March.

As a result of the CAT's work, the vast majority of us are participating in our union's decisions and actions. In January 2023, 67% of our rank-and-file members voted on the tentative agreement. 65% of the rank-and-file members voted in the strike authorization vote. Last month, almost 75% of the TOTAL membership voted, including supervisors and managers, rank-and-file participation by department reached an astounding 80% on average!

That increasing participation rate corresponds to the growth of the CAT. Just under 100 of us were on the team a little over a year ago. As of last month, the number hit just over 250 – a 150% CAT increase!

I encourage you to join the team. You can learn more on our Contract Action Team webpage, which links to an application form. Have questions about the CAT? Find your CAT coordinator on the [CAT contacts page](#) and ask them about it or email caps@capsscientists.org for more information.

PAWsitve Impact on the UAW Affiliation Vote

The CAT was key to our amazing turnout during last month's UAW affiliation vote. About 75% of all members cast a ballot, largely thanks to the CAT's amazing get-out-the-vote campaign across 12 teams. (Supervisors and Managers weren't broken down by department, but more than 50% voted.) When the ballots were tallied, affiliation was overwhelmingly approved by a larger than 7 to 1 margin, and members in every department that employs state scientists cast ballots.

UAW AFFILIATION VOTE

% OF MEMBERS CONTACTED	% OF MEMBERS VOTED	AGENCY/ DEPARTMENT
53.13%	91.32%	Waterboards
46.67%	86.06%	Pesticide Regulation
31.51%	84.25%	Nat. Resources Agency
44.59%	83.78%	CalRecycle
48.21%	82.14%	Environ. Health Hazard Asmnt.
56.42%	82.11%	Toxic Subst. Control
49.02%	81.09%	Fish & Wildlife
48.17%	80.63%	Water Resources
40.27%	76.51%	Public Health
47.23%	75.24%	Caltrans
51.79%	72.11%	Parks & Recs.
53.59%	69.61%	Food & Agriculture

**This list shows some of the largest Unit 10 employers. CAPS UAW members work in about 40 other departments statewide that are not specifically named here.*



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CAPS UAW ACCEPTING DEPENDENT SCHOLARSHIP APPLICATIONS UNTIL JUNE 1

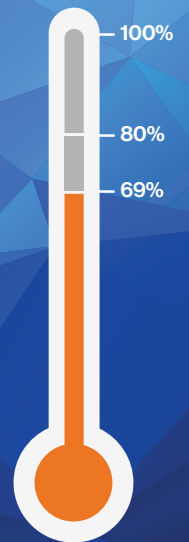
Your CAPS UAW Member Benefits Committee is taking applications for our Dependent Scholarship Program, which awards \$750 college scholarships to the children and other legal dependents of CAPS UAW members each year. Qualified applicants must be enrolled in an accredited university or community college (but not a vocational school) and complete a CAPS UAW Scholarship Application.

Be advised: The competition for the 15 available scholarships is steep. The Member Benefits Committee, which selects the winning submissions, urges applicants to fill out the online form carefully with all the requested supporting materials, including photos, proof of enrollment documentation, a 25-word statement, and accurate student and sponsor contact information.

The Dependent Scholarship rules and a link to the application are available at <https://capsscientists.org/members/caps-dependent-scholarships>. The deadline for submission is June 1, 2023. Questions? Email caps@capsscientists.org with "Dependent Scholarship" in the subject line.

MEMBERSHIP PROGRESS REPORT

Your CAPS UAW Board of Directors has challenged us to grow our membership to 80% of State Scientists in Unit 10. Here's where we are as of April 15. Tell a colleague about our movement and let's keep growing our collective strength!



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