



(JR NOTES IN RED)

AGENDA

What: CAPS SUPERVISORY COMMITTEE MEETING
When: MARCH 7, 2024 (12-1 PM) via Zoom

Committee Members: Chair, Daniel Ellis (DE), Lorna McFarlane (LM), Corey Copeland (CC), Rachel Fabian (RF), Anne Cooper Doherty (AD); Committee Staff: Jesse A. Rodriguez, CAPS Counsel (JR)
Present: DE, LM, RF, AD, JR (Edie Marshall (EM))
Absent: CC

1. CAPS Supervisory Update

a. Suggested Topics from Last Meeting

- i. Reminder to Unit 10 Supervisors and Managers that they have the right to join and be a Member of CAPS
- ii. General primer on CAPS Excluded Employee Union Rights
- iii. Summary of current CAPS R&F issues so that CAPS Supervisors are aware of the status of bargaining, etc.

(Committee agreed that the next Supervisory Update and try to include all of the above items. JR will prepare draft for Committee review.)

2. Supervisory Meet & Confer Meetings

a. Regarding Telework Stipends

- i. Proposed dates to Meet with CalHR

(Committee discussed concern that the State is suspending a meager benefit to solve the State's budget deficit; discussion on negotiating strategy for M&C; LM had question regarding impact on supervisors on Return to Work generally, including whether supervisors were expected to be in office whenever their staff are in – Committee generally agreed that this impacts/would impact supervisors disproportionately and should be flexible.)

- b. Regarding CalHR Hiring Above Minimum (HAM) Proposed Change (NOTICE ATTACHED)

(JR summarized CalHR's proposed change to its HAM policy. In sum, the HAMs will be reviewed by department HR upon hire and measured against specified criteria to determine whether the future employee is eligible; CalHR intends to initially limit the classes eligible for consideration of the HAM to those that have received HAMs in the recent past; its presently unclear how many Unit 10 Excluded classifications that would be so JR will request that information from CalHR and endeavor to have the list expanded to cover as many CAPS-represented classifications possible; brief discussion

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on strategy; Committee requested that staff contact CalHR to request M&C for both (Stipend and HAM) issues. Telework stipend first, then HAM to follow shortly after. [JR has since made this request; scheduling of meetings to follow.]

3. UAW Update

(DE provided brief update, including discussion regarding the proposed three-tier organization (R&F, S10, M10 groupings) and the resulting increased autonomy of each group; brief discussion regarding the UAW Strike Fund and whether it could apply/be available to Unit 10 excluded employees; brief discussion regarding affiliation vote timelines.)

4. (Time permitting) Items to Consider and Discuss During the Committee's Term:

- a. Post, on CAPS' website, a schedule of the Committee's meetings
- b. Allow Supervisory Members to participate in Committee meetings remotely (Committee discussed and decided to keep Sup Committee meetings closed so that sensitive matters can be discussed without concern they'll be overheard/communicated to State; however, Committee decided that Sup Comm meeting notes should be made available to CAPS Sup Members so they're aware of status of major items; individual Sup members can contact Committee or Committee members individually to request more information.)
- c. Hold Statewide or Regionwide Remote CAPS Supervisory meetings
- d. Establish a Guidance Document that describes the role, function, and purpose of the Committee
- e. Develop a CAPS Excluded Member Handbook
- f. Send out a survey to all CAPS Supervisory-Members
- g. Establish an Excluded Local Rep program