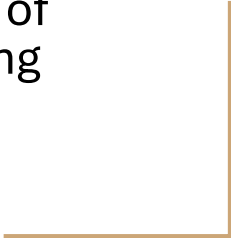




CAPS-UAW Bargaining Committee Update

May 2024 Board of
Directors Meeting

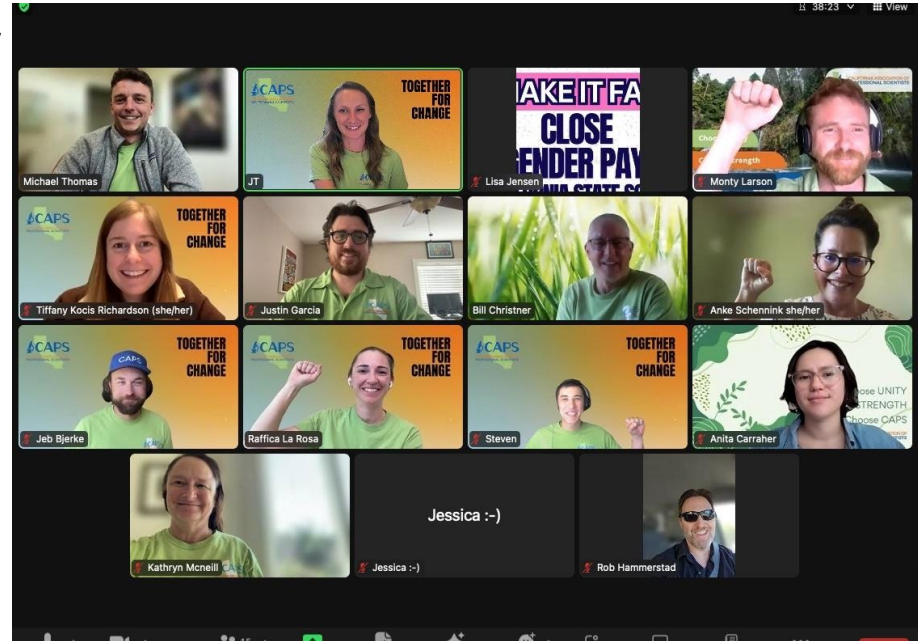


Introductions

- Jacqueline Tkac
- Itzia Rivera
- Monty Larson
- Steve Sander
- Tiffany Kocis Richardson
- Justin Garcia

Where We've Been

- **March 18:** State provided notice of their intent to impose terms
- **March 22:** State presented their implemented terms and their implementation plan summary to CAPS-UAW
- **March 31:** CAPS-UAW Affiliation Agreement ratified by the membership
- **April 4:** Impasse broken
- **May 2:** Returned to table with three observers!



Hiring Above Minimum: Meet and Confer

- According to the State, the purpose of their policy change is to assist with closing the gender pay gap because, according to data, women are less likely to request a pay bump than men.
- Goal of meet and confer: work with state to create a policy that actually works to close the gender pay gap, delay or stop implementation of policy changes
- Next steps:
 - Follow up
 - Request for Information

Return to Office Meet-and-Confers

- Met with: CalEPA, CEC
- Upcoming: Parks, CNRA, CDFW, HCAI, DHCS, DOC
- Working to schedule with all departments

Wins at the Table

- Resuming negotiations pre-impasse
- Observers at the table

Looking Forward

- Weekly Power Hours!
- Confirmed Dates with the State:
 - May 23
 - June 5
 - June 6
 - June 14
 - June 25
- Email us! bargaining@capsscscientists.org
- Expanding the team