

MEMBER ACTION COMMITTEE (MAC) ACTIVITIES SINCE LAST BOD MEETING

MAY 18, 2024

Introductions

- **Katey Rein (Chair) - Water Resources**
- **Steve Sander - CalRecycle**
- **Carolyn Zambrano - Public Health**
- **Craig Bross - Public Health**
- **Mar-y-sol Pasquiers - Public Health**
- **Don Antonowich - Pesticide Regulation**

RECRUITING

Since 2/24/24, gained 27 new CATs and 8 lost eligibility. 57 new CATs so far this year. As of May 15, 2024, the CAT now has 237 members.

Now with new types of CATs: 76 CAT “Activists,” 140 CAT “Worksite Leads,” 18 CAT “Coordinators,” and 6 MAC Members.

“Activists” stay informed with contract news from their CAT Worksite Leader and the Bargaining Team, communicates information about the contract campaign to State Scientists at their worksite.

“Worksite Leaders” serve as points of contact to coordinate and communicate with fellow State Scientists at their worksites, including CAT Activists, and motivate them to take action in support of bargaining efforts.

“Coordinators” serve as a point of contact to coordinate with CAT Worksite Leaders and the MAC, and they plan and mobilize union actions approved by the MAC.

TRAININGS!
CAT MEMBERS
WERE ABLE TO
SIGN UP FOR
CAPS UAW
SPONSORED
TRAININGS:

20: UC Berkeley's

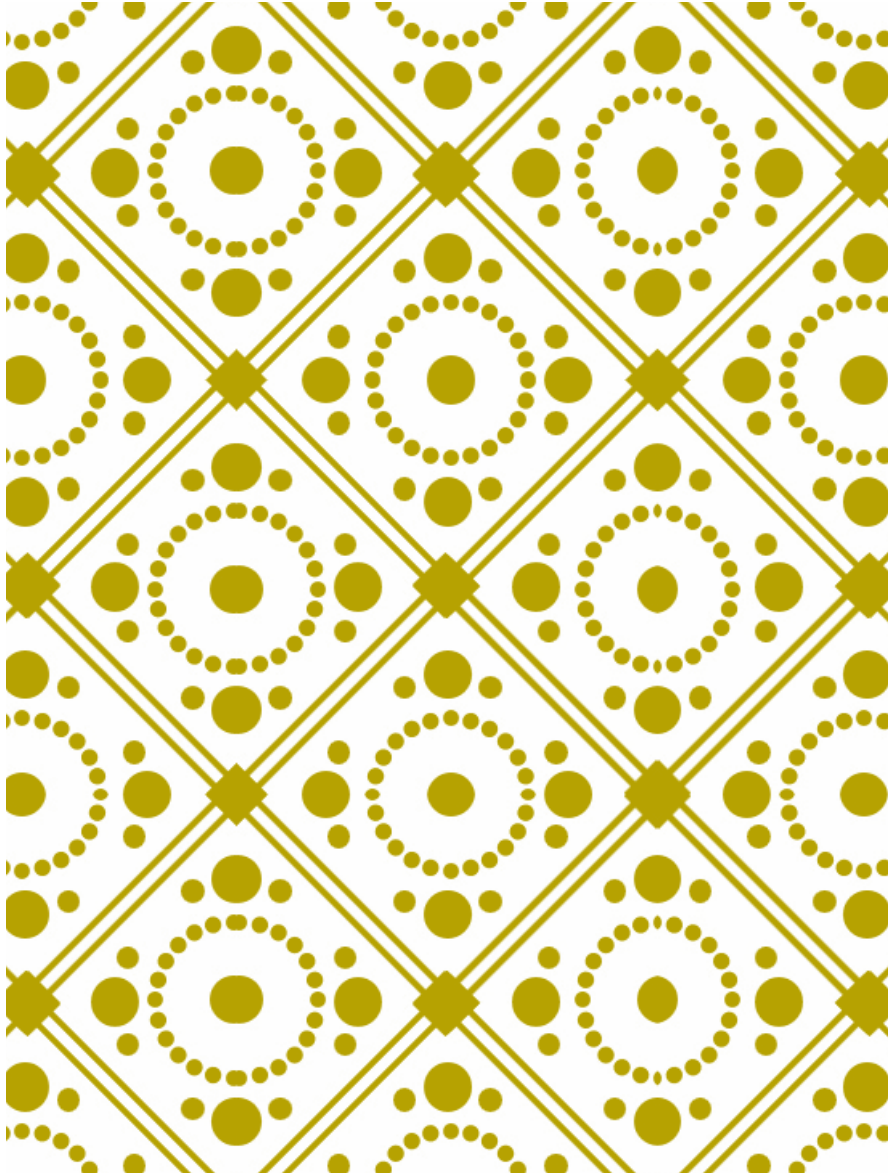
Power &

Participation in

Negotiations

28: Jane McAlevey's

Organizing for Power



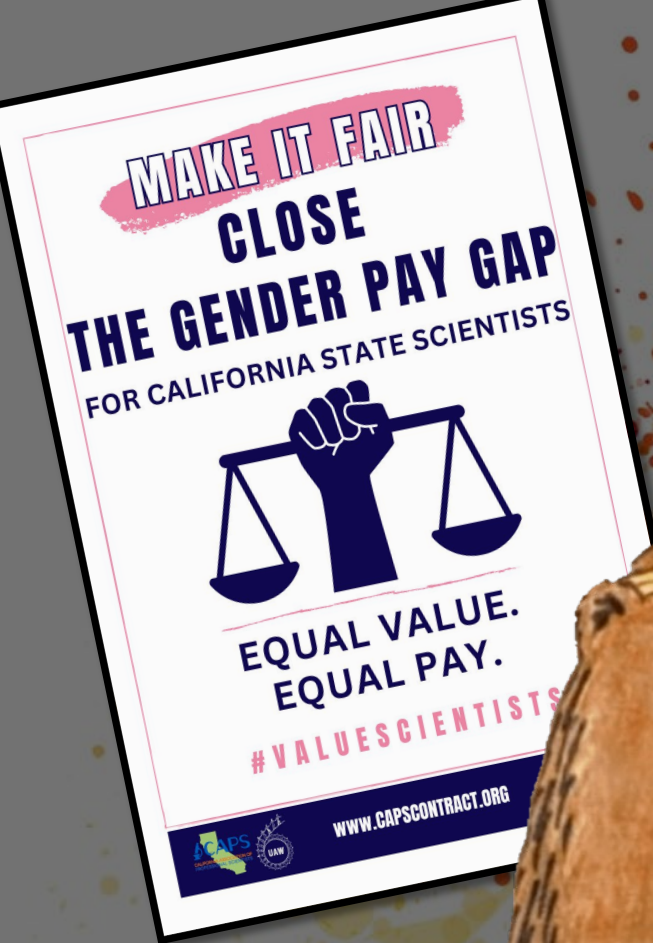
DATA GATHERING/ MANAGEMENT

Data-Savvy CATs helped to breakdown the trends in the CAPS Telework/RTO Survey; and they are continuing to work on information like involvement in CAPS-UAW Member Actions

CONTINUOUS IMPROVEMENT

The MAC put out a survey to existing CATs on ways to improve CAT members' experiences and access to information, and 75 CATs participated.

CAT meetings are now scheduled every other Thursday from 12 – 1 p.m. with intentional meetings for working groups/team meetings on the in between Thursdays.



RALLY!

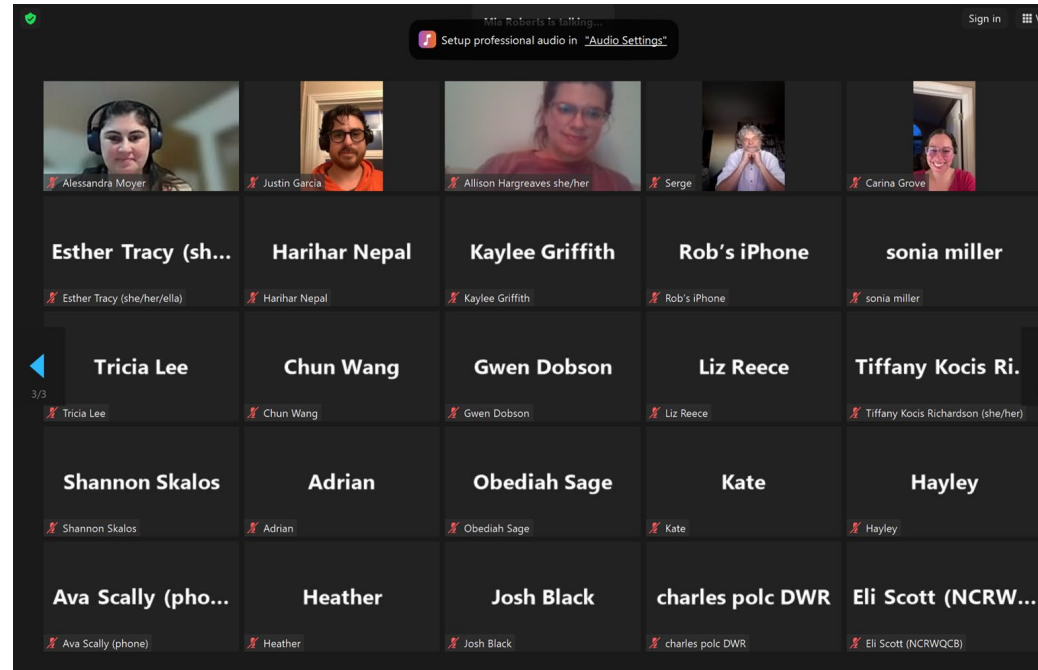
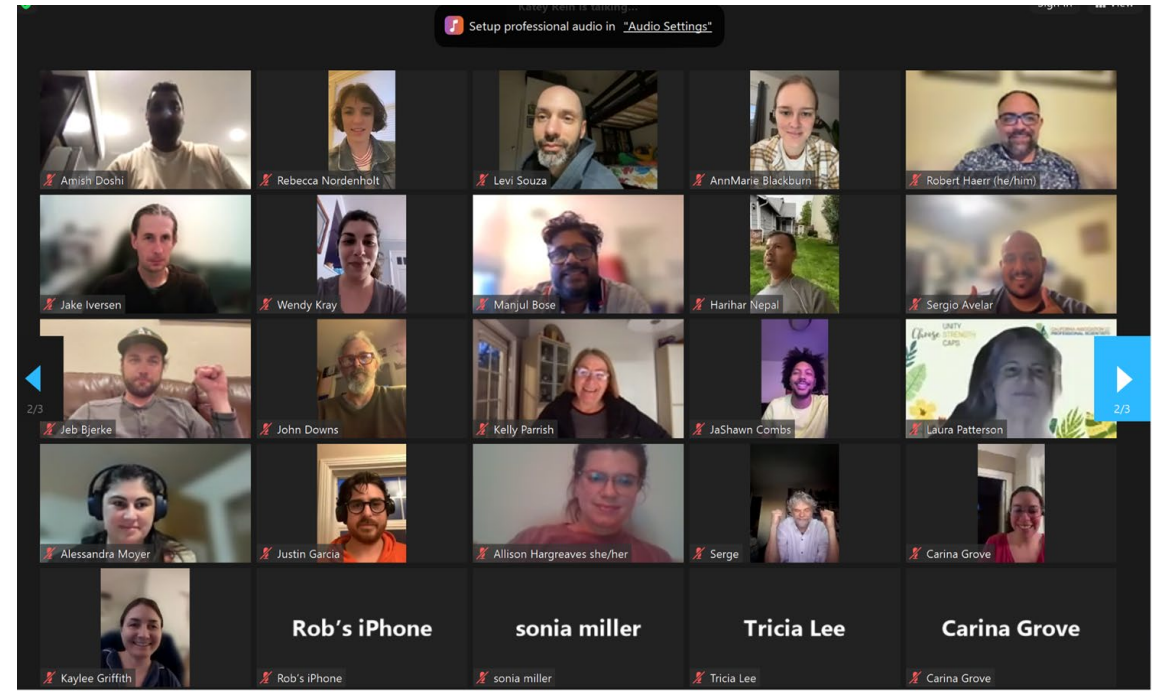
CATs showed up to help put on a “Make it Fair: CLOSE THE GENDER PAY GAP FOR CALIFORNIA STATE SCIENTISTS” Rally on Thursday, May 9, 2024, in Sacramento, with around 200 attendees.

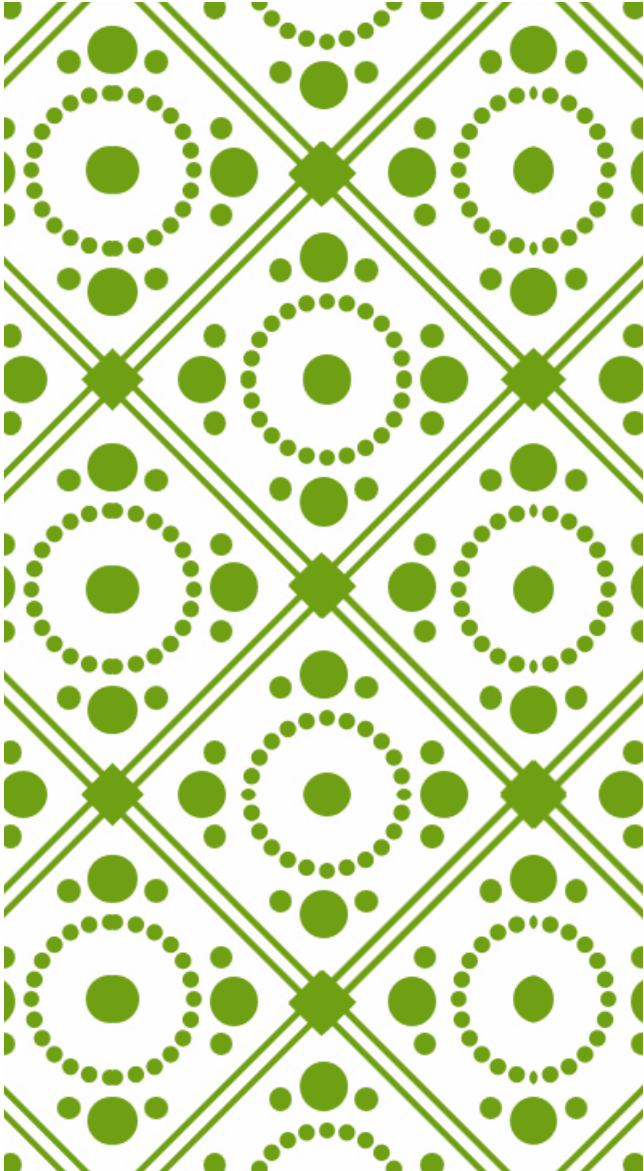


CAT INVOLVEMENT IN UAW AFFILIATION VOTE!

CATs hosted discussions, presented information at solidarity breaks, did extensive outreach, and provided crucial feedback to improve educational materials and voter enfranchisement.







CATs have continued to host Solidarity Breaks, weekly, with their colleagues. These Solidarity Breaks allow members to give updates to other members, allow members to ask questions of their fellow State Scientists, and help bolster a sense of camaraderie.

SOLIDARITY BREAKS

RTO Task Force Updates



Educate!

Agitate!

Organize!

Say NO to RTO!



What is RTO?

The Governor issued a return to office (RTO) mandate that requires all State workers to report to the office twice per week, with no operational need.

How does RTO impact State workers?

Money out of our Pockets The commute for two mandated days in office for state workers costs \$2,480 dollars a year per person on average.¹ This additional cost adds insult to injury for state scientists, who have not had raises since 2021.

Time out of our Lives The drive time for two mandated days in office costs an average of 92 hours annually per person, or approximately two and a half weeks of unpaid labor per year.^{1*}

Hurts the Environment California is failing to meet its climate goals.² Sacramento and Los Angeles are both in the top ten of worst air polluted cities in the nation.³ Over the last 2.25 years, the ability to telework has prevented nearly 400,000 metric tons of carbon¹ from being released into the atmosphere by State workers commuting.

Not Accessible Telework increased workforce participation for workers with disabilities.⁴ RTO reduces access to state service for disabled workers⁵ at a time when 80% of California departments are failing to meet disability parity goals.⁶

Hurts Recruitment and Retention According to internal surveys⁷ and the benefits of telework referenced in RTO memos,⁸ telework is a useful tool for State employee recruitment and retention. RTO will worsen critical staffing shortages for state agencies.⁹

Hurts Our Infrastructure Sacramento roadways are deteriorating and road maintenance is critically underfunded.¹⁰ RTO mandates put further strain on our roads by adding about 33,060 drivers in the Sacramento region and nearly 7,220 in the Los Angeles region,^{11,12} and taxpayers will need to foot the bill for repairs.

Hurts Public Health Preventable road injuries and deaths are on the rise in California,¹³ and there are motor vehicle crash hotspots near state offices in Sacramento.¹⁴ More cars on the road present more collision opportunities,¹⁵ and cause longer commutes¹⁶ that are linked to higher individual dosage of Prop65 chemicals like benzene and formaldehyde.¹⁷

*Data used for estimates come from the DGS telework dashboard data and estimates 2 days a week for 52 weeks a year.

CATs are involved in the Return to Office Taskforce, a group of invested folks who are working to help us beat back the Governor's mandate. Thus far, they've been integral into planning member-spurred "Hell No to RTO" actions at the Capitol, at Sacramento City Hall, and near the Legislators Offices at the Swing Space in Sacramento.

RTO TASKFORCE

Actions to Fight Back for Worker Autonomy!

Check out the CAPS UAW RTO Toolkit for actions you can take in your workplace!
Go to capsscscientists.org/resources/return-to-office-toolkit/ or scan the QR code →





In the pipeline

- Freeway Banner Drops
- Inter-union coalition
- Additional Actions on RTO toolkit on website
- June Event
- You should Join Today!

The best way for you and your co-workers to get a fair and equitable contract as state scientists is to take an active part in fighting for the contract you deserve by **joining the Contract Action Team** now!



JOIN THE CAT!

