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## MEMBERS LEARN TO ORGANIZE FOR POWER!

CAPS-UAW members in Chatsworth Practice Picket.

Fifty-eight CAPS-UAW members, activists, and leaders recently joined counterparts from 70 countries for online education sessions drawing from organizer Jane McAlevey's "Organizing for Power" series.

The participants attended global lectures and group breakout sessions every Tuesday evening from May 7 to June 11. On Monday evenings, they met for a CAPS-UAW-specific huddle. The group practiced semantics to talk about our union and collective power in personal terms, discussed the **"Six Step Organizing Conversation,"** learned how to identify organic leaders, developed organizing conversation scripts or "raps," talked about the differences between types of organizing groups, and learned the necessary elements of a plan to win our demands.

Here's what some of your colleagues said about the experience:

"The O4P trainers are so inspiring and knowledgeable. I learned so much about how union organizing works, how to have respectful and effective organizing conversations, and how my colleagues and I can better track our progress to see how much we've accomplished and where we need to do more work. It was super helpful to have designated time to practice all these skills with other state scientists, and it was a great opportunity to meet members from other departments and worksites. After this training, I feel empowered to talk to my colleagues about using collective action to demonstrate our strength and solidarity!" – Alessandra Moyer, Environmental Scientist, Water Resources Control Board

In the past, I've been involved in group efforts around issues that are meaningful to me. It never felt like I was contributing to real change, and that left me hesitant and less than fully optimistic about what we could achieve for Scientists through organizing. Through Organizing for Power I learned

I had actually been involved in mobilizing, which is quite different from organizing, and cannot achieve the same gains that you and I can achieve through organizing. In O4P, I learned how to methodically approach organizing and came to believe in the power of the approach and the power we can get from organizing, and this has completely changed my perspective on what you and I can achieve together. – Sara Ebrahim Keeler, Environmental Scientist, Fish and Wildlife

"(The training) can increase enthusiasm and drive to do the tedious (but also fun!) groundwork to educate and organize co-workers. It should help at least somewhat in our current contract negotiations. But I feel the greatest power is that we'll be able to really build our membership and organizing infrastructure to empower us going forward. I can envision a time just a few years from now when we are a force to be reckoned with, and the State takes us VERY seriously, pays us fairly, and treats us with respect, and members say, "Remember back when the State used to stonewall and push us around? Not anymore!" – Kelly Parrish, Research Scientist III, Public Health

CAPS-UAW Director-At-Large Mia Roberts, who also chairs the Membership and Communications Committee, served as the group's point person during the six-week training. She said these sessions were successful, and your leaders are committed to more.

"We have budgeted for future organizing trainings this year and will continue to do so," Roberts said. "We will also continue to look for opportunities for organizing training through UAW Region 6 and the International Union."

Look for details about upcoming training opportunities on CAPS-UAW's social media platforms ([Instagram](#), [Facebook](#), and [X](#)), member e-mails, and this newsletter.

## SOLIDARITY BREAKS

# CAPS-UAW MEMBERS BUILD UNITY, POWER WITH SOLIDARITY BREAKS

Hundreds of State Scientists have supported our fight for a fair contract by participating in solidarity breaks at workplaces statewide and online. These actions express our collective power, built by you and your colleagues and organized by scientists like you on the [Contract Action Team](#). Remember, [solidarity breaks](#) are attended on personal time. They're a great way to get the latest news on CAPS-UAW business, connect with your peers, and organize around member actions. Check out the [CAPS-UAW Local 1115 Solidarity Breaks calendar](#) to find one that works for you.



*CAPS-UAW members build unity (and have some fun!) during Solidarity Breaks.*

## CAPS-UAW PAY-EQUITY BILL CLEARS ASSEMBLY

With your support, our legislation to address the longstanding pay inequities between State Scientists and state engineers has cleared the Assembly on the strength of a 65-1 vote. It is now in the Senate for consideration.

The measure, AB 2335, would shine a light on longstanding gender-based pay inequities between State Scientists (our bargaining unit is majority female) and state engineers (whose bargaining unit is overwhelmingly male). Once signed into law, the bill would require the State to address pay disparities and classification imbalances by, among other things, identifying where in state service employment disparities of specific groups exist. It would also enhance the process for evaluating and addressing gender and ethnic pay inequities, refine salary range adjustments, and restore historical salary relationships within state civil service.

AB 2335, authored by Assemblymember Tina McKinnor (D-Inglewood), was referred to the Senate Committee on Labor, Public Employment & Retirement on June 12. It is scheduled for a hearing on June 26.



*CAPS-UAW President Jacqueltine Tkac (left) and District I Director Laura Radke (right) testify in favor of AB 2335 during an Assembly Public Employment & Retirement Committee hearing in April.*

## CAPS-UAW WINS AUDIT OF NEWSOM'S RTO ORDER

We scored another legislative victory when state lawmakers recently agreed, with your union's strongest urging, to order an audit of Governor Newsom's Return to Office (RTO) order.

The Joint Legislative Audit Committee ordered the State Auditor's Office to review Newsom's policy to force all state employees, including State Scientists, to return to the workplace at least two days per week starting June 17. Assemblyman Josh Hoover (R-Folsom) sponsored the audit order, noting that "the ability to telework has proven overwhelmingly popular with state employees, potentially resulting in increased productivity, cost and time savings, and environmental benefits."

Here is a partial list of topics the audit will address:

- The origin and basis for the decision to implement the RTO policy.
- How widely and consistently telework policies are used by various state entities.
- Savings versus costs of telework compared with RTO to the State and workers on housing and vehicle costs, commuting time, office space, sick and vacation time.
- RTO's impact on the State's climate goals.
- Whether telework policies have impacted the State's ability to hire and retain workers in a tight labor market.

The State Auditor's Office has no deadline for issuing its report. Watch CAPS-UAW's social media, e-mails, and this publication for news.

## THE MAC AND CAT NEED YOU!

Together, we are building a union that is a members-first organization fueled by the collective power of individuals, just like you, who are united for a common purpose. Two keys to our success so far and in the future: the Member Action Committee (MAC) and the Contract Action Team (CAT). You and every CAPS-UAW member need to understand what these groups do and how you can participate.

The MAC coordinates union actions that support our contract campaigns. The Committee members include Chair Katey Rein, Carolyn Zambrano, Craig Bross, Don Antonowich, Mar-y-sol Pasquiers, and Steven Sander. Like everyone active in our union, the MAC members volunteer their time. Together, they set the agenda for member actions.

As with all CAPS-UAW committee meetings, MAC meetings are open to you and every member. Your leaders understand they are accountable to you and conduct business transparently and accountably on your behalf. It makes sense that you should be able to watch them collaborate and decide on matters that affect you and your union. That's also why your questions, critiques, and ideas are always welcomed, and you have a direct line to the Committee via e-mail:

[mac@capsscscientists.org](mailto:mac@capsscscientists.org)

The MAC created the CAT to deepen communication at worksites and to develop a statewide network of grassroots leaders committed to organizing and mobilizing California State Scientists to win a fair contract. Today, hundreds of members have volunteered their time and talents to make the CAT a growing and dynamic group vital to our collective success.

The CAT welcomes you to join, principally in one of three ways:

As a CAT Activist, you would keep current with contract

campaign news and communicate it to State Scientists at their worksites. You would also help plan and implement actions and could be given special assignments by the MAC.

If you become Worksite Leader, you will serve as a point of contact for CAT Activists and members at their worksites. You would be a motivator who urges State Scientists to participate in activities that support our bargaining efforts. Worksite Leaders are also responsible for about ten of their fellow rank-and-file State Scientists who they see, talk with, and work with regularly (e.g., within their program).

The CAT also has Coordinators facilitating communication between CAT Worksite Leaders and the MAC. In this role, you would plan and mobilize union actions approved by the MAC. Ideally, we aim to have one CAT Coordinator for every ten CAT Worksite Leaders.

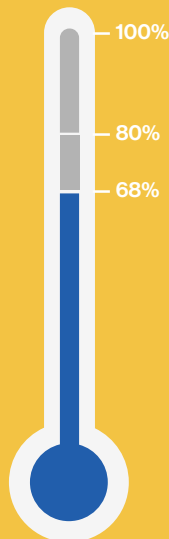
MAC and CAT online meetings and CAT application links are posted on our union [Events Calendar](#). Registration to attend meetings via Zoom is required. Questions about the CAT? E-mail [mac@capsscscientists.org](mailto:mac@capsscscientists.org).



## MEMBERSHIP PROGRESS REPORT



Your CAPS-UAW Board of Directors has challenged us to grow our membership – including rank-and-file, supervisors and managers – to 80% of State Scientists in Unit 10. Here's where we are as of June 1. Tell a colleague about our movement, and let's keep growing our collective strength!



## CAPSULE GOING GREENER WITH PRINT OPT-IN

As of next month, CAPSule will shift to a primarily electronic publication with a new layout that is friendly to mobile devices. If you'd rather receive the printed newsletter, you may opt in to receive it via snail mail by submitting [this form: https://capsscscientists.org/resources/capsule/](https://capsscscientists.org/resources/capsule/).







# CALIFORNIA ASSOCIATION OF PROFESSIONAL SCIENTISTS

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## KEEP UP WITH CAPS-UAW EVENTS WITH OUR ONLINE CALENDARS

It's been a busy 2024 for us. RTO protests and Practice Pickets. Solidarity Breaks and committee meetings – which are open to all members. We convened more than 120 actions, events, and meetings in May alone. We're active and growing! Sometimes, it can be a lot to follow.

Fortunately, there are two online tools for that. Now, you can stay current with our online **CAPS-UAW Events Calendar**. Solidarity Breaks are tracked on the **CAPS-UAW Solidarity Breaks Calendar**.

Bookmark them on your favorite electronic devices and check in often to get the latest about what's going on with CAPS-UAW!

### CAPS-UAW EVENTS WHAT'S NEW

#### CAPS-UAW Events Calendar

*If you have an event you'd like CAPS-UAW to be involved in, please send an email, attention Public Relations Committee Chair, to [caps@capsscientists.org](mailto:caps@capsscientists.org).*

#### CAPS-UAW, Local 1115 Solidarity Break Calendar

### SACRAMENTO

555 Capitol Mall, Suite 1155  
Sacramento, CA 95814  
(916) 441-2629

### LOS ANGELES

215 N. Marengo Avenue, Suite 185  
Pasadena, CA 91101  
(818) 246-0629

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100 Pine Street, Suite 750  
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