CAPS, UAW Local 1115 Rank-and-File Unit 2027 Bargaining Convention

Introduction

In January 2027, CAPS, UAW Local 1115 (CAPS-UAW) will hold its first-ever Bargaining Convention (Convention) in support of democratically determining bargaining priorities for the 2027 Rank-and-File (Unit 1) Contract Campaign. Over two days, delegates from across the state will meet in Sacramento to discuss and prioritize the most important issues for State Scientists, decide on a bargaining platform to address those issues, and build power to win big during our 2027 Contract Campaign.

Every rank-and-file member will have the opportunity to shape the bargaining platform. Prior to the Convention, members will work together to write and submit resolutions to the Convention on key bargaining issues to address in 2027. At the Convention, delegates will then discuss and debate resolutions and vote on adopting them as part of the platform.

The platform developed during the Convention is meant to represent our broader goals that CAPS-UAW members are committing to collectively fight for during our 2027 Contract Campaign. The CAPS-UAW Bargaining Committee will use the platform as a framework to: 1) develop bargaining demands that will go to rank-and-file members for a ratification vote and 2) develop specific bargaining proposals for contract negotiations with CalHR.

Who

Delegate Apportionment

Each Rank-and-File District Super Area will be apportioned one (1) Bargaining Convention delegate for each 25 members in good standing (as defined in **Article 3.2 of the CAPS-UAW Bylaws**), or major fraction thereof, with a minimum of one. Stewards elected as of November District Membership Meetings will serve as delegates and count towards the delegate apportionment for their Super Area (see **Appendix 1**).

Delegate Vacancies

If there are any delegate vacancies for a Super Area, then the vacancies must be filled pursuant to the District delegate election process by Friday, November 20, 2026 to be eligible to attend the Convention. Any rank-and-file member in good standing may be nominated and elected to a delegate vacancy for their respective District Super Area.

Alternate Delegates

Alternate delegates may be elected pursuant to the District delegate election process. The number of alternates may be equal to or less, but not more, than the number of regular delegates for each Rank-and-File District Super Area.

All alternate delegates must be elected by 12pm Friday, December 18, 2026 to be eligible to attend the Convention.

Districts shall determine the manner and order in which an alternate will replace a regular delegate. Regular delegates may be replaced only if recalled by their District in the manner they were elected or if unable to serve.

Registration

All regular delegates must register for the Convention by Friday December 4, 2026. Alternate delegates must be determined and registered for the Convention by 12pm on Friday, December 18, 2026.

Delegates of the Joint Council

All Joint Council members are also delegates to the Convention, excluding the Supervisor Unit Member-at-Large and Supervisor Head Stewards.

Observers

Rank-and-file Unit members may attend the Convention as observers, but do not have a voice or vote.

Delegate Training

Convention delegates will be provided training prior to the convention.

Time, Place, and Format

The Bargaining Convention will take place in Sacramento, at the **Holiday Inn Sacramento Downtown - Arena** hotel all day on **Saturday, January 23, 2027** and **Sunday, January 24, 2027**. Delegates must attend in-person and are expected to participate in both days of the Convention, which may include travel on Friday, January 22, 2027.

Travel, per diem, and lodging expenses (as needed) will be covered by the Union for delegates or any alternates that have replaced regular delegates, per the **CAPS-UAW Bylaws**. Lunch will be provided on Saturday and Sunday to delegates.

Observers may attend the Convention as space allows, but food and expenses to attend in-person will not be covered. A virtual option to view the Convention will only be available to observers.

Delegates represent fellow members from their respective Super Areas and should be prepared to debate and vote on items of business at the Convention, including resolutions for bargaining issues. More information about the Convention will be provided as it becomes available.

Procedure for Submitting Resolutions

All rank-and-file members in good standing are eligible to submit resolutions for debate at the Bargaining Convention between Monday, November 23 and Friday, December 18, 2026.

Resolutions must cover bargaining issues in one of the following topics:

- Wages and Benefits
- Workplace Rights
- Work-life Balance and Flexibility at Work
- Union Power and Rights

Requirements for Submitting Resolutions

- Resolutions may be submitted by any rank-and-file member in good standing
- Resolutions may have co-authors in addition to the member submitting the resolution
- Resolutions must cover bargaining issues and broader goals (reference the relevant Article/Section of the contract, if applicable), but resolutions are not specific bargaining proposals
- At least 10 members must sign onto the resolution to be accepted (“signatures” should be compiled at the end of the resolution along with the signatories’ personal email addresses)

Recommendations for Writing Resolutions

Generally, resolutions should:

- Commit the members/union to making an issue a bargaining priority.
- Resolutions have two main sections, a **rationale/background** and a **resolve**.

The **rationale** section of the resolution includes background information about why the resolution is important. It usually starts with, “***Whereas***.” Language in the rationale is **not open for debate or amendment** because it is not part of the official record (just background info).

Example here:

WHEREAS*, CAPS UAW Local 1115 represent thousands of California State Scientists who work at approximately 50 departments conducting critical research, monitoring, environmental*

review, and environmental management for the people of California to protect public health, the environment, clean water, agriculture, and wildlife and rare species and their habitats;

***WHEREAS**, California State Scientists who are conducting this critical work are struggling to afford to pay their bills and meet the health care needs for themselves and their families;*

***WHEREAS**, California State Scientists often work alongside other state employees being paid substantially more for the same work;*

The **resolve** section of the resolution commits the members/union to take an action. It usually starts with, ***"Therefore, be it resolved."*** Language in the **resolve** section can be amended by other delegates at the Convention and, if adopted, becomes part of the official record of the Convention.

Example here:

***THEREFORE, BE IT RESOLVED**, that CAPS-UAW commits to fighting for a fair contract with competitive compensation that recognizes the invaluable contributions of California State Scientists; and*

***THEREFORE, BE IT RESOLVED**, we commit to prioritizing improvements to contract education and timeliness of contract enforcement in 2027 CAPS, UAW Local 1115 Bargaining by demanding that the State end pay inequities in California State Civil Service and provide like pay for comparable duties.*

See an example of a full resolution **here**.

Submitting a Resolution

Please prepare your resolution following this **template** and submit it as a PDF using **this form**.

Review & Reconciliation of Submitted Resolutions

Once a resolution is submitted, it will be reviewed by the Bargaining Committee to make sure there are no typos, grammatical errors, constitutional or parliamentary issues, etc. with the submission. In the event that the Bargaining Committee does identify areas of a resolution that need to be updated, they will contact the author(s) directly about making necessary changes. The Bargaining Committee will also work to consolidate similar resolutions and they will contact author(s) directly about any consolidation. The Bargaining Committee will organize the presentation of resolutions in order to facilitate dialogue and debate at the convention. The Bargaining Committee will collect and distribute all of the original resolutions submitted prior to the Bargaining Convention. Should a delegate wish to have a resolution that has been consolidated with other resolutions debated individually, delegates will have the opportunity to make such a motion on the floor of the convention.

Appendix 1: Delegate Apportionment

District	Super Area	# of Delegates per Super Area
1	Los Angeles County	6
1	Orange County	3
1	Riverside County	2
1	San Bernardino County	3
1	San Diego and Imperial County	4
1	Santa Barbara & Ventura	1
2	At Large	1
2	Central Coast North	2
2	Central Coast South	4
2	Central Valley North	2
2	Eastern Sierras	1
2	Fresno	4
2	South-Central	1
3	CalEPA Building	19
3	Capitol Zone	5

District	Super Area	# of Delegates per Super Area
3	CNRA Building	10
3	East End Complex	6
3	Meadowview	3
3	Natomas	3
3	North Sacramento	3
3	Rancho Cordova/Foothills	5
3	West Sacramento	9
4	Bay Area	1
4	Clay St. Oakland	1
4	Fairfield	1
4	Grand Ave. Oakland	3
4	Heinz Ave. Berkeley	2
4	North Bay	1
4	Richmond	8
5	Butte County	1
5	Humboldt/Del Norte Counties	4
5	Lake Tahoe Basin/Lassen County	1

District	Super Area	# of Delegates per Super Area
5	Mendocino County	1
5	Shasta/Tehama/Trinity Counties	2
5	Siskiyou/Modoc Counties	1
5	Sonoma/Lake Counties	2
5	Sutter County	1