



CALIFORNIA ASSOCIATION OF PROFESSIONAL SCIENTISTS

CAPS MINUTES - DRAFT CAPS BOARD OF DIRECTORS' MEETING

Courtyard Airport Natomas - Sacramento
2101 River Plaza Dr, Sacramento, CA 95833
May 18, 2019

Board Members Present. Vice President Jim McCall, Secretary Margarita Gordus, Treasurer Stephanie Lewis and Directors Brittany Sheahan, Kelley Aubushon, Justin Garcia, David Rist, Kris Wiese and Valerie Chenoweth-Brown.

Board Members Absent. President Patty Velez and Directors Rebecca Garwood and James Thomas.

Staff Present. Bianca Petzold, Matthew Hanson, Christiana Dominguez, Ted Toppin, Jon Ortiz, Nadia Compton, and Brandon Cheathon from Blanning & Baker Associates. Aaron Read from Aaron Read and Associates.

Members Present. David Miller (DTSC – Sacramento).

The meeting was called to order at 9:03AM. Secretary Margarita Gordus and Staff Consultant Nadia Compton prepared the minutes.

INTRODUCTIONS

Presiding Officer, Vice President Jim McCall opened by welcoming everyone and noting that this was the first meeting to be held with the new Agenda.

MEMBER COMMENTS. Each member was allowed 3 minutes of time to address the Board. In summary, the comments included a hope that the new administration would approach problems at different departments differently, but the rampant optimism was beginning to wane.

REPORTS

Staff Quarterly Report. Staff Director Bianca Petzold introduced the second iteration of the Quarterly Report, which condenses and highlights the most impactful news from the past quarter of CAPS business. The report included information that would normally be highlighted during this portion of the agenda, but with the report submitted ahead of time, the Board would now have more of an opportunity to review the report and ask any questions during the meeting. She then asked the representatives present for summaries of their most recent news from their respective area.

Staff Consultant Matt Hanson began by summarizing issues in the Bay Area and Southern California. There had been a rise in EEO investigations in the Bay Area lately. A case in San

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Francisco where a CAPS member was accused of fabricating data was resolved after a meeting was held with CAPS staff present. In Southern California, range placement corrections continue to be successful. Additionally, a handful of harassment cases are being addressed.

Staff Consultant Compton covered issues in the Sacramento Area. She reported that grievances had been filed on behalf of all effected members due to several Department's misapplication of section 2.17 – Education Pay Differential of the CAPS 2018-2020 MOU. The grievances were currently with CalHR and CAPS awaits a response.

Legal. Counsel Christiana Dominguez reported on the CalFIRE PEPRA case where the decision did not touch on the California Rule. The Alameda and Marin cases are still pending. Additionally, in the post-Janus world, there have been two recent Federal cases where fee payers attempted to sue for all of their past years of fair share fees. So far, the court has rightfully denied the claims as, at the time, the unions were operating under the letter of the law.

Media. Research and Media Consultant Jon Ortiz reported that the staff goal was to have a meeting with a media outlet at least once a week to plant the seed until CAPS needs to “till the soil.” State Scientist Day had 20 minutes of coverage, 4 stations and 3 radio spots were provided as earned media. The value of the free press was upwards of \$10,000. Additionally, the March for Science Tweets had great response – the picture of Rae Vanderwerf garnered over 10K impressions in a single week.

OFFICERS AND DIRECTORS.

Treasurer. Treasurer Lewis presented the current CAPS Budget and the check register.

Secretary. Secretary Gordus informed the Board that she'd heard rumors that CalFIRE is looking to hire twenty-two Environmental Scientists – one for each unit.

District III Director. Director Garcia reported that a Local Rep Social was scheduled for District III on May 22, 2019, and additional meetings with Local Representatives would be planned for 2019. He additionally reported that he'd like to get members together in the Sacramento area to celebrate Labor Day. Finally, Director Garcia announced that he recently switched to an Alternate Work Week Schedule and now has every other Friday off work to meet with members in District III.

At-Large Director. Director Kris Wiese reported that members in his area were losing optimism regarding changes from the new administration, and some long-term employees were feeling as though they were being pushed out.

COMMITTEE REPORTS

Governmental Affairs Committee. Secretary Gordus reported that with the May Revise, the State's revenue was up by \$3.2 Billion, and the budget was now at \$13 Billion. The May Revise included 5% for CAPS Supervisors not part of the Like Pay for Like Work (LPLW) Lawsuits and

4% for those LPLW Supervisors. She mentioned that the Employee Compensation line items will likely change after bargaining for those units currently at the table. She additionally reported that the budget showed new scientific positions at various Departments including CDFA, CDFW, and Parks. Proposition 64 add a total of 79 new positions to CDFW, many of which will be scientific staff. Governor Brown vetoed AB3145 before he left office, the new proposed paid family leave comes from Governor Newsom and is for Supervisors. Legislative Director Toppin reported that Paid Family Leave would be paid for with the payroll tax. It takes the ENDI benefit and adds Paid Family Leave categories for up to 6 weeks. Legislative Director Toppin reported that CAPS had sent a letter of support, but had requested that the Newsom Administration conduct an education campaign for employees to inform them of how to use the new benefit; that they extend the benefit to 8 weeks, instead of 6; and that the benefit be extended to Rank-and-File, as well. Secretary Gordus finished with a recap of the 2019 Legislative Agenda and reminded the Board to turn in their Lobby Day packets if they still had them. It was reported that the Gender Equality Bill passed out of Appropriations and that CAPS was watching AB276 – a bill that will require the State to approve medical exemptions to child immunization. Director Sheahan additionally requested that CAPS look into supporting AB733 – which would search for alternatives to the fish bioassay used to test for the presence of some toxic substances.

Political Action Committee. Director Sheahan reported that there were currently 6 open seats in the Senate, and 3 in the Assembly. Aaron Read, of Aaron Read and Associates, noted that Dave Cortese is currently running for Senate and that he had a strong history of defending pensions.

Membership/Communications Committee. Director Aubushon reported that the Committee had been working on a New Member Application, and two versions were presented to the Board. After discussion, it was determined that the simpler version was preferred by a majority of Board members, and so the Committee would move forward with that version.

Bylaws & Policy Committee. Director Rist reported that he'd received several recommendations by Board members to revisit committee formation and reimbursement. Discussion was held regarding Article V, Section E in the Policy Manual and Article III, Section D in the Policy Manual. In the interest of time, the discussion was tabled for the next meeting.

Public Relations Committee. Director Chenoweth-Brown reported on State Scientist Day, and began with a thank you to staff for all their hard work to put the event on each year. She reported that this year's event had seen 25 exhibitors and 88 tables. She additionally reported on the Science Fair Program, and extended her heartfelt gratitude to all CAPS members who took the time to volunteer to judge the various science fairs throughout the State on CAPS' behalf.

Member Action Committee. Director Garcia reported that the Committee had hosted a CAPS booth at the March for Science and handed out swag to members and attendees. He also reported that CAPS Local Rep Rae Vander Werf was a speaker at the event.

MOTIONS.

Motion (19-07). Secretary Gordus, seconded by Director Aubushon, moved to approve the minutes of the February 9, 2019 CAPS Board of Directors Meeting, as amended. The motion carried unanimously.

Motion (19-08). Director Sheahan moved, seconded by Secretary Gordus, to approve CAPS' endorsement of Lena Gonzalez for Senate District 33 in the 2019 Special Election.

Motion (19-09). The CAPS Executive Committee moved to approve Rae Vander Werf (SWRCB – Sacramento) as Chair, and Vanessa Miguelino-Keasling (CDPH – Sacramento) and Jim Long (DWR – Sacramento) as members of the CAPS Elections Committee. The motion carried with one abstention.

Motion (19-10). Vice President Jim McCall moved, seconded by Director Sheahan, to table the two proposed items discussing changes to the CAPS Policy Manual and Bylaws. The motion carried with two abstentions.

Motion (19-11). Director Wiese moved, seconded by Director Chenoweth-Brown, to adjourn the meeting at 3:27 PM. The motion carried unanimously.

ROUNDTABLE.

Membership Recruitment and Retention Plan and Implementation of the Plan. A discussion was held regarding the new Membership Recruitment and Retention Plan. The plan will be hosted both on the secure section of the CAPS website, initially for board members, then moving forward for local reps as well; and in a physical binder to be held at headquarters. This roundtable topic also included a discussion about the potential for an incentive program for members to recruit new members.

Communications Plan. Director Aubushon requested that the Board take the time to review the Communications Plan and provide comments.

Bargaining Lessons Learned. A discussion was held regarding the Bargaining Lessons Learned Document. Treasurer Lewis requested the Bargaining Team's availability be sent to her for at least a two-hour block of time.

Local Rep Involvement. A discussion was held regarding how to increase member interest in becoming a Local Rep. Several ideas were introduced including the potential for union leave.

Reclassification Project. A discussion was held regarding the Reclassification Project. The State Personnel Board reported that so far there had been no update since the last presentation at the June 2018 Board Meeting. CalHR's Personnel Management Division shows Research Scientist and Energy Specialist as classifications currently being reviewed, but have also provided no update. CAPS continues to follow up with SPB and CalHR regarding this plan.

Plans for Engaging the Newsom Administration. A discussion was had regarding the various methods for engaging the Newsom Administration and how to move forward. Some of the methods discussed included building relationships and writing letters of support.

Weekly Recent Highlights. A discussion was held regarding the weekly staff communications with the Board. A calendar of committees was proposed as a result of this discussion.

ACTION ITEMS.

Staff Director Petzold went over the action items that had resulted from the meeting with the Board.

The meeting adjourned at 3:27 PM.