

**A BRIEF ANALYSIS OF  
THE CALIFORNIA  
ASSOCIATION OF  
PROFESSIONAL SCIENTISTS  
(REPRESENTING  
BARGAINING UNIT 10)**

# Brief History of CAPS

- ❑ Formed September 4, 1984 (after split from CSEA Union 145).
- ❑ The Blanning & Baker Labor Relations firm was integral to formation.
- ❑ CAPS was formed as a union for scientists by scientists. We may be a small union but our members do important work protecting health and the environment.
- ❑ Yet since 2005, our salaries have not kept in pace with inflation and have lagged behind those of other comparable State workers.

# The Players



The  
Membership



# Overview of CAPS



Union  
members  
Elect CAPS  
Board



CAPS PAC  
(separate  
organization)  
run by CAPS  
Board)



CAPS Management  
Company



AARON READ  
& ASSOCIATES, LLC.

CAPS Retained Lobbyist



# CAPS Board



4 Officers  
8 Directors

**President:** CEO of CAPS, Chair of Board, Spokesperson, Directs PR, Newsletter

**Vice President:** In absence of President (has all President powers)

**Secretary:** Maintains Records, Prepares meeting minutes, correspondence, newsletter

**Treasurer:** Financial affairs, Budget committee.

**Directors:**

- 2 Members at Large Directors
- 1 Supervisory Active Member
- 5 Regional District Directors (by zip code)

# CAPS Structure!



Membership



CAPS Board



CAPS PAC  
Board





# Types of CAPS Membership

Active Member:

Membership includes full representation, run for elections, nominate and elect officers, approve contracts, vote on issues determined by board, participate in insurance programs, access to CAPS staff. (\$49/mo)

Fair Share:

Representation of CAPS, (\$44/mo)

Other Membership Options:

Associate Member, Retired Member, Life Member  
Honorary Member.

# Funding Structure for CAPS



2700-2800 members (2015)

\$44 Fair Share (all members pay)

\$5 Full Member (~76% pay the total \$49)\*

\*estimated



## Total Operating Budget:

2013:	\$1,556,323
2012:	\$1,508,796
2011:	\$1,474,677
2010:	\$1,433,730
2009:	\$1,370,085
2008:	\$1,354,556
2007:	\$1,282,763
2006:	\$1,114,314



# Funding Structure for CAPS - 2013



Membership  
Revenue:  
\$1,556,323  
Total Revenue:  
\$1,564,426  
Total Expenses:  
\$1,470,380



\$1,041,861



\$133,808 CAPS PAC  
(separate organization)

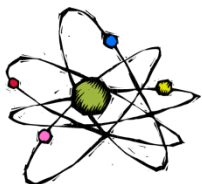


AARON READ  
& ASSOCIATES, LLC.

\$145,866  
Lobbyist



\$16,000  
Board  
Stipend



\$33,000  
Science Fair



\$15,700  
Grants & Scholarships



\$40,536  
(benefits to  
members?)

# Blanning & Baker Services



Contracted to provide staff to perform services or assist CAPS in performance of services at the direction of CAPS at CAPS HQ or other offices. Services include but not limited to:

Labor Contract Negotiations,  
Research Salaries & Member benefits,  
Recommend approved course of action on legal matters, review proposed legislation and assist in development of legislative proposals, Testify before boards, prepare and provide media relations program, assist in membership recruiting and maintain membership records, prepare informational material (CAPSule), attend and assist CAPS meetings, provide training to CAPS reps.

## B&B Duties:

Administration Duties for CAPS  
Book keeping services  
Legal services  
Public Relations Services  
Printing & publications



# Aaron Read & Associates



Aaron Read &  
Associates:

Formed 1978

1 CEO (Aaron Read)  
6 Legislative  
Associates

Lobbyist for:

(State of California Unions)

California Association of Professional Scientists (CAPS)

California Association of Highway Patrolmen (CAHP)

CALFIRE Local 2881

Professional Engineers in California Government (PECG)

One of Top 5 Lobbying firms per payments received  
(Sacramento Business Journal, 2012 & 2013)

Success rate of Aaron Reed & Associates: Unknown!

# CAPS Political Action Committee



Separate Organization: Run by CAPS Board. Rank & File Union Members are not in class. There is no voting by union rank and file members in this organization. \$4/mo dues to PAC.

CAPS PAC is made up of: 1 Chairman and 5 committee members.

Organizations Primary Purpose: Makes contributions to candidates who support the goals of the organization. To further common good and general welfare of people by educating the public, legislatures, and other decision makers regarding the role played by state scientists in preserving and maintaining health and safety of residents.

2013:

PAC Income: \$133,808 (transferred from CAPS BU 10)

Total Contributions made : \$157,800

**Interesting Note:** In 2011, CAPS did not contribute any money to lobbying through its PAC. Instead \$41,000 was spent on various initiatives, including \$7,800 to fund David Miller for CALPERS Board.

[http://blogs.sacbee.com/the\\_state\\_worker/2012/03/california-association-of-professional-scientists-pac-spending.html](http://blogs.sacbee.com/the_state_worker/2012/03/california-association-of-professional-scientists-pac-spending.html)

# Comparison of CAPS to PECG

	<b>CAPS</b>	<b>PECG</b>
Membership Size (approximate)	2800	13,000
Amount Generated from Members (2013)	\$1,556,323	\$7,358,667
Amount paid to Blanning & Baker (2013)	\$1,041,861	\$4,165,344
Percentage paid to B&B	66%	56.60%
Amount to Political Action Committee (2013)	\$157,800	\$672,400
Amount to Aaron Reed & Associates (2013)	\$145,866	\$251,838
Amount to Science Fair (2013)	\$33,000	\$55,000
Officer Payments (2013)	\$16,000	\$0
Video Production (2013)	\$0	\$176,276