



**CALIFORNIA ASSOCIATION OF  
PROFESSIONAL SCIENTISTS**

## **CAPS Guide to Practice Picketing**

*Join your fellow members on the informational CAPS picket line while we practice for what may come, and show that State Scientists are ready to stick together and push for the contract they deserve!*

*All CAPS Members should participate in practice informational picketing (practice picketing) at their worksites.*

The following information should serve as a guide to how to practice picket at your own worksite:

1. CAPS is NOT on strike: make sure to schedule and attend practice picketing events on personal time!
2. Make sure to hold your picketing at the location with the most visibility around your worksite as possible. Stay on public property (i.e. public sidewalks) or State Property (if your Picketing Captain has properly informed CAPS ahead of time of your intent to picket on State Property).
3. Communicate with your colleagues ahead of time about meeting time and place, duration of the event, and attire.
4. Bring water, snacks, #FlatGavin, and be sure to wear CAPS Green!
5. Use CAPS-provided signs and/or host a sign-making party near the event, DON'T call this a strike – we are just practicing!
6. Offer rally signs and flyers to local businesses and restaurants to place in their windows as a show of solidarity!
7. Invite your friends, family, colleagues, and community-based collaborative groups you are a part of to participate in the practice pickets.
8. Make sure you and everyone else signs in on the sign-in sheets, and ensure the Picketing Captain retains those so we are able to demonstrate the strength of our action through participation!
9. Be sure to picket in a SAFE location and follow all traffic laws.
10. Be LOUD, PROUD, and POSITIVE in support of State Scientists!
11. Refer to the Practice Picketing Toolkit for resources like chants, Slogan Ideas for Picket Signs, FAQs.
12. Take lots of photos and video and be sure to tag @capsscscientists using #ValueScientists for a chance to be featured on our social media pages.



# CAPS Informational Practice Picketing FAQs

**Q: Why are we holding informational practice pickets (practice picketing)?**

**A:** We are practice picketing to send a message to the Governor, his Administration, our management chains, and the public that CAPS is fighting for fair and equitable wages for State Scientists, and to show unity and CAPS strength.

**Q: Can I get in trouble at work for participating in a practice picket?**

**A:** As long as you participate on non-work time (i.e. break time, off-hours time, etc.), and follow the rules CAPS provides, you should not get in trouble with work for participating in a practice picket, as these are informational. Remember only CAPS members are entitled to representation.

**Q: Is there any risk?**

**A:** Yes, there is always risk when participating in actions. This is **NOT A STRIKE LINE** so we all must be mindful of our conduct while participating. There are [24 reasons a state employee could be disciplined](#), and not all of them have to be committed during work hours. Please be sure to follow the rules outlined by your practice picketing captains and by CAPS in official communications.

**Q: What are the most important rules to follow?**

**A: DO** coordinate with your colleagues to participate in these actions.

**DO** use personal time or approved personal leave to participate.

**DO** wear your CAPS T-shirt.

**DO** post your practice picketing action on Instagram and Twitter using the hashtag #ValueScientists, and tag @capsscienists

**DO NOT** participate in these actions during work time.

**DO NOT** stop working to participate if you're on the clock.

**DO NOT** be late back to work, if participating on a break or at lunch.

**DO NOT** encourage your colleagues to stop working to participate.

**DO NOT** use the official CAPS logo on your handmade signs.

**DO NOT** create any signs with inappropriate language or symbols.

**DO NOT** cause a disruption at the picketing site (e.g. let passersby through your crowd, do not block doorways, etc.)

**Q: Are we asking members to stop working?**

**A: NO.** The goal of practice picketing is to raise awareness and show strength. Again, **CAPS IS NOT ON STRIKE.** This is not the same as a strike line.

**Q: What are we asking people to do, then?**

**A:** We are asking members hold informational picketing events as a show of strength and solidarity.

**Q: Can I yell at, scream at, or otherwise loudly express my discontent to Managers/Supervisors/Colleagues who continue working?**

**A: No.** We are going to be Loud, Proud, and POSITIVE, in support of State Scientists' efforts for equal pay. We have the moral high ground here and should conduct ourselves accordingly.

**Q: Who else can I encourage to honor the practice picket line?**

**A:** This is not a strike line nor a work stoppage. Other State Employees, friends, and family can participate on their own time (not during their scheduled work hours). Every State Employee Union Contract includes language that prevents them from participating in work stoppages and/or prevents them from using 'not crossing a picket line' as a valid excuse to not return to work. Use this time to educate the public and those around you about why CAPS is practice picketing, and teach folks how to get involved, and support State Scientists.

# CAPS Informational Practice Picketing

## Expectations on the Picket Line

### Q: What is expected of me on the practice picket line?

- Every Rank-and-File State Scientist should be an active participant on the practice picket line. That means maintaining a presence on the line, helping to keep up morale, participating in chants and marches, and making sure to maximize visibility. Note: this is meant to be a very public, visible action, and our conduct should reflect that responsibility.

### Q: How do I act on the practice picket line?

- Emotions can run high on any picket line (including practice lines). It's exciting, and a little nerve-wracking to tell your boss that they're not valuing you appropriately. It is important that we always act professionally and that we are aware that in today's world all our actions are recorded and documented. Strive to be good stewards of the area we are picketing by keeping it neat and clean, don't destroy property, and don't get into arguments with passersby, your fellow CAPS members, or even the bosses, if they come out.

### Q: What are the do's and don'ts of conduct on the picket line?

- **DO** follow the instructions of the Practice Picket Captain.
- **DO** peacefully demonstrate: stay on public property (i.e. public sidewalks) or State property (if your Picketing Captain has properly informed CAPS ahead of time of your intent to picket on State Property), in areas with the most visibility possible.
- **DO** peacefully persuade others who are **off the clock** to join the practice picket lines.
- **DO** explain the reason we are practicing, and share our contract webpage with supporters ([www.CAPScontract2023.org](http://www.CAPScontract2023.org)).
- **DO** maintain a clean practice picket area.
- **DO** report for work at your regularly scheduled time.
- **DO** coordinate with your colleagues to participate in these actions.
- **DO** use personal time or approved personal leave to participate.
- **DO** wear your CAPS T-shirt.
- **DO** post your practice picketing action on Instagram and Twitter/X using the hashtag #ValueScientists, and be sure to tag @capsscscientists.
- **DON'T** call it a strike – we are just practicing

- *DON'T participate in these actions during work time.*
- *DON'T stop working to participate if you're on the clock.*
- *DON'T be late back to work, if participating on a break or at lunch.*
- *DON'T encourage your colleagues to stop working to participate.*
- *DON'T create any signs with inappropriate language or symbols.*
- *DON'T cause a disruption at the picketing site (e.g. let passersby through your crowd, do not block doorways, etc.)*
- *DON'T block traffic or otherwise violate any traffic laws.*
- *DON'T cause damage to public, state, or anyone else's property.*
- *DON'T get in heated exchanges.*
- *DON'T threaten anyone with bodily or property harm (explicit or implied).*
- *DON'T engage in arguments. Avoid confrontations. Do not make physical contact with anyone, under any circumstances. Do not throw anything.*
- *DON'T behave in an intimidating manner. This includes displaying or imitating carrying weapons, following individuals, making comments/references about individuals, their families, or commenting even vaguely threatening comments.*
- *DON'T get arrested.*
- *DON'T in any way obstruct entrances or exits of the premises.*
- *DON'T interfere with, or swarm, persons or vehicles entering or leaving the worksite.*

### **Q: What happens when somebody crosses the practice picket line?**

- *"Crossing the picket line" means continuing to perform work while your colleagues in the union are on strike, or it can refer to entering any building where an active strike is occurring. Remember, CAPS is **not on strike**. Crossing a practice picket line, while it might give folks pause (and it probably should), is not something that we should be discouraging. Just as you should be working when you're on the clock right now, so should your colleagues.*

### **Q: What do I do if my colleagues violate these conduct guidelines?**

- *Remind your colleagues of the need to conduct ourselves in a civil, professional manner, as all eyes will be on us. If the behavior continues, report the violation immediately to your Practice Picketing Captain.*

### **Q: Are there specific, defined expectations of me that you can share?**

- *There will be a designated Practice Picketing Captain on each Practice Picketing Line. You are to follow their instructions, so long as they are safe and lawful, at all times.*
- *You must not swarm anyone entering or leaving the building*

- *The precise number of pickets allowable will depend on the size of the area to patrol. Keep the size reasonable. Gathering/swarming in large intimidating groups can lead to limits on the number of pickets, monetary damages, and/or increased law enforcement presence.*
- *Use a practice picket sign. If you leave the designated area, lower your sign as you leave, or leave it behind.*
- *Do not picket in the streets or on any private property that is not pre-designated by your Practice Picketing Captain, who will have obtained approval by CAPS headquarters.*
- *Be enthusiastic in your picketing. Chanting loudly is encouraged, so long as it does not contain threats, slurs, or other forms of harassment based ethnic or national origin, color, race, religion, gender/sex, sexual orientation, etc. Better yet, use the Practice Picketing Chants, provided by CAPS in this packet.*
- *Feel free to bring bells and whistles (NOT safety whistles!). Do not use drums or sound amplification devices, as they are prohibited unless expressly authorized by CAPS headquarters ahead of time.*
- *Maintain a clean picket area.*
- *Take photos and videos, tag @capsscienists on social media and be sure to amplify the voices of State Scientists on social media. Refer to the practice picketing social media toolkit for more details.*
- *If approached by law enforcement, be cooperative.*



# CAPS Informational Practice Picketing Social Media Toolkit

Support you and your colleagues' efforts by posting on social media!

## IMPORTANT FIRST STEP:

- Follow @CAPSScientists on [Instagram](#) and [Twitter](#)

## BEST PRACTICES:

- Tag @capsscscientists and use #ValueScientists when posting.
- Tag @CAPSScientists for a chance to be featured on our social media!
- Include one or more of the recommended hashtags (below) in each post.
- Include a graphic, photo, or gif to make sure your post is engaging.
- Personalize your posts!
- Bring #FlatGavin!

## HASHTAGS TO USE:

- #ValueScientists
- #EqualPayCA
- #AvoidCollapse
- #CAStateScientists
- #PayEquity
- #PracticePicketing
- #FlatGavin
- #JustPracticing
- #FairContract
- #UnionStrong
- #3Years0Contract
- #WageGap
- #StagnantWages

## ACCOUNTS TO TAG:

- @capsscscientists
- @calhr\_gov
- @cagovernor
- @gavinnewsom
- @JenSiebelNewsom
- @FlatGavin

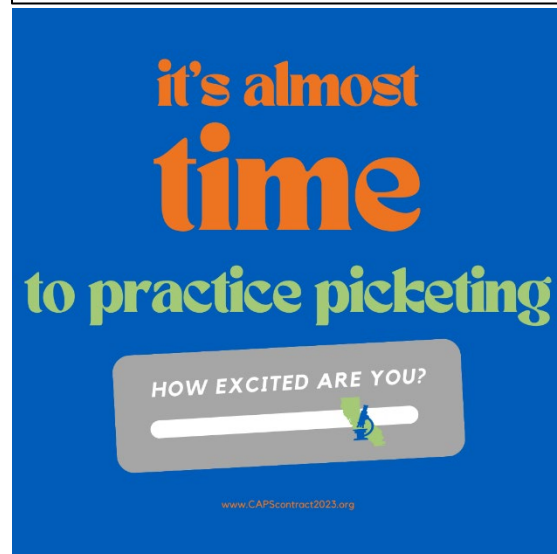


## POST IDEAS:

- Photos of you and your colleagues, holding CAPS Informational Practice Picketing Signs.
- Photos of your workplace, ahead of scheduled CAPS Informational Practice Picketing events.
- Invitations to one and all to stand in solidarity with CAPS Scientists as they participate in Informational Practice Picketing Events.

## Graphics to Share:

Feel free to use any of the graphics below in your posting:






 CALIFORNIA ASSOCIATION OF PROFESSIONAL SCIENTISTS


*practice picketing*  
**COMING SOON**  
 TO A WORKPLACE NEAR YOU

WWW.CAPSCONTRACT2023.ORG

[www.CAPSCONTRACT2023.ORG](http://www.CAPSCONTRACT2023.ORG)

**practice.**  
**makes.**  
**perfect.**




 CALIFORNIA ASSOCIATION OF PROFESSIONAL SCIENTISTS

**Informational Practice Picketing**  
*Come out and join the line!*



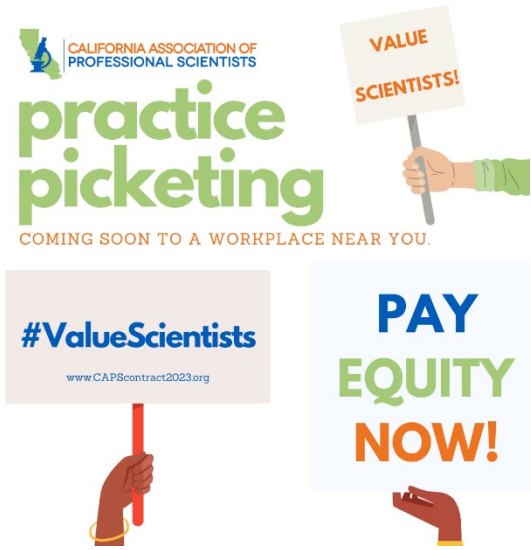
**PRACTICE  
 MAKES  
 PERFECT**

Come join me on the line!  
 Details in caption below.  
[www.CAPSCONTRACT2023.ORG](http://www.CAPSCONTRACT2023.ORG)

 CALIFORNIA ASSOCIATION OF PROFESSIONAL SCIENTISTS

**practice picketing**

COMING SOON TO A WORKPLACE NEAR YOU.



**#ValueScientists**  
[www.CAPSCONTRACT2023.ORG](http://www.CAPSCONTRACT2023.ORG)

**PAY EQUITY NOW!**

**VALUE SCIENTISTS!**



## Talking Points for Informational Practice Picketing

*The point of these events is to draw attention to State Scientists' plight. As such, you may be approached by the media at any point while participating in Informational Practice Picketing (Practice Picketing). Here are some talking points to help you convey CAPS' message, and avoid getting yourself in trouble at work while participating in these events!*

### Purpose:

We are here to:

- Promote CAPS' pay equity demands at the bargaining table.
- Promote the principle that Governor Newsom's commitment to scientifically-based policies must align with salaries that respect the State Scientists who run vital scientific programs serving Californians.
- Publicly reinforce CAPS' commitment to the bargaining process, and the need for equitable pay for California's Public Servant Scientists.
- Stand up for ourselves in response to CalHR's inadequate salary offers at the bargaining table.

### Points:

*Why are you out here today?*

- We have been **without a contract for three years** because **Governor Newsom has failed** to make a serious offer at the table that would come anywhere close to what State Scientists need to stay afloat, and to demonstrate that he values the State Scientists he employs. We are out here today to tell him **that it's well past time to close the 30% gap between what rank-and-file State Scientists earn and the wages paid to our managers and state engineer colleagues who perform the same work**. In some instances, the gap is even greater than 30%.

*Is your union prepared to strike?*

- Our union recently held a **Strike Authorization Vote** which saw **94% of respondents voting to provide our Bargaining Team the authority to call for a strike**, if conditions warrant. We are out here practice picketing if that time should come.
- Our union recently took the next step closer to striking, by **filing for an Impasse Determination** with the **Public Employee Relations Board (PERB)**. PERB agreed with CAPS and determined we are at impasse with the State.

*Last year you rejected an agreement negotiated with the Governor. The budget for this year is slightly smaller than the 2022-23 budget, after some programs were cut. Doesn't that make it harder to reach another agreement that includes the kind of pay increases your union is seeking?*

- CAPS members could have voted to take the agreement then, but they didn't. Obviously, **our members deemed it inadequate**.
- When that happens, **the process requires us to return to bargaining**. We're a **democratic organization**, and we are responding to what the **vast majority** of our members **told us with their votes** about that agreement.

- **We offered a solution on May 9**, but the State stalled over 100 days before responding with an offer that members had already made clear was a non-starter. They waited until the last minute, right before the State Legislature went on recess in September.
- The State found the money to give substantial salary increases to other units but somehow can't find the money when it comes to State Scientists.
- This issue has been going on since at least 2003 and every year that goes by, we are falling further and further behind. We must have comprehensive action as soon as possible, or the pay inequity will continue to magnify.
- Regardless of fiscal outlook, the State has always come up with excuses that now is not the time to give state scientists pay equity. We say it's never been a better time to correct this decades-long salary inequity.

*Should CAPS have taken the agreement you reached with the Administration last year?*

- The membership voted to resoundingly reject the total tentative agreement reached with the Administration last year. Let's be clear: We have gone without a new contract for three years, but **there hasn't been a governor in two decades who thought the time was right to pay our members what they are worth**. We've been battling this issue for that long.
- **Meanwhile, programs** to protect the environment, secure our food, clean up toxic waste, and fight climate change **suffer** because **retaining scientists** for more than a few years is very difficult. They leave for jobs with better pay. This does not serve the public, our environment, or the economy well.
- **Every Governor says there's no money for salaries in hard times, and in good times they say hard times are coming**. For example, Governor Newsom furloughed state employees a few years ago because of fears that COVID would wreck the economy. When the opposite happened, and state revenues set records and had a historic budget surplus, **he continued furloughing us for several months anyway**.
- So, if the question is **whether economic concerns make bargaining for a fair contract more difficult, I'd say they make no difference**. Governors say the same thing, regardless of financial or budgetary conditions.
- Our position is that **the Governor should do what is right** and deliver a stable, experienced scientific workforce that provides the **vital services and protections Californians expect from their government**.
- Nearly 90 percent of bargaining survey respondents indicated that they needed a second job or other means to supplement their income in order to make ends meet. A meager raise offered would not have corrected the historical salary inequities that have only gotten worse for the past two decades. **Our position remains that someone with a Ph.D. in science and decades of experience should not have to drive for Uber on the weekends to make ends meet on a state salary**.
- We work to provide clean water and air, protect the food supply and public health, preserve the environment, and more. **Our jobs are too important to let momentary economic or political conditions continue inequitable wages for another generation of State Scientists**.

# CHANT IDEAS FOR



CALIFORNIA ASSOCIATION OF  
PROFESSIONAL SCIENTISTS

# INFORMATIONAL PRACTICE PICKETING

1 2 3 4

**No one should be working poor!**

5 6 7 8

**Sit down and negotiate!**

**Gavin Newsom, you're no good!**

**Treat your workers like you should!**

**What's outrageous?**

**Stagnant wages!**

**Who's appalling?**

**Bosses stalling!**

**Scientists! United!**

**Will never be defeated!**

**Scientists' wages are under attack!**

**What do we do?**

**Stand up, fight back!**

*Exploitation Ain't the Way!  
Scientists Deserve Fair Pay!*

*2 4 6 8  
Lead with science  
It's not too late!*

*Who's got the power?  
We've got the power!  
What kind of power?  
Union power!*

*Value who?  
Value scientists!  
Value what?  
Value science!*

**Newsom, Newsom, can't you see?  
We demand pay equity!**

**No more status quo,  
Our contract expired 3 years ago!**

**We are skilled, we are smart  
CalHR don't break our heart!**

**Treat us well, treat us fair  
Pay us right and show you care!**

**We are here, we are loud  
Gavin Newsom, face the crowd!**



**CALIFORNIA ASSOCIATION OF  
PROFESSIONAL SCIENTISTS**

# CAPS Informational Practice Picketing Captain FAQ

## **Q: Who/what is a Practice Picketing Captain?**

A: Practice Picketing Captains are identified by CAPS as the local member liaison for picketing at a given worksite or other location. They are in contact with CAPS Headquarters, and are volunteers who dedicate their time outside of the picketing times to ensure that each practice picketing event runs smoothly.

All Contract Action Team (CAT) members are expected, but not required, to be a Practice Picket Captain.

## **Q: What are a Practice Picketing Captain's responsibilities?**

A: Practice Picketing Captains are responsible for setting up the picket line on-site, ensuring everyone participating has signed in, transmitting participation data back to CAPS Headquarters after the picketing is concluded each day, documenting any problems or issues, working to keep up morale, and ensuring all participants' health and safety.

## **Q: How do I become a Practice Picketing Captain?**

A: If you are interested in becoming a Practice Picketing Captain, fill out the [sign-up form](#).

## **Q: Is there training available to Practice Picketing Captains?**

A: Yes. Practice Picketing Captains should reach out to their local CAT Worksite Lead; Member Action Committee (MAC) member; Board of Directors member; or CAPS Headquarters ([caps@capsscienists.org](mailto:caps@capsscienists.org)) to discuss securing information and training on how to become a successful Practice Picketing Captain. There is also a Practice Picketing Captain Toolkit.

## **Q: How much time does it take?**

A: Practice Picketing Captain's duties should take no more than approximately 2 - 3 hours each week – about a half hour of set-up and clean-up on-site, an hour of picketing, and a half hour to an hour of communicating with your colleagues to encourage their participation on the picket line.

## **Q: Are there any physical restrictions?**

A: Practice Picketing Captains should be able to be on location, outdoors, for up to an hour or two at a time (depending on when you schedule your Practice Pickets), and will have to supply their own seating if they cannot stand for that entire time.

**Q: Can I be a Practice Picketing Captain for multiple worksites?**

A: Yes, but not at once! You can volunteer to be a Practice Picketing Captain for more than one worksite, but you cannot be in two places at once, so you can only Captain one worksite at a time. CAPS recommends that Practice Picketing Captains lead the events at worksites they are familiar with, for the best results.

**Q: Will I get in trouble?**

A: While all member actions always come with some risk, you should not get in trouble as long as you follow all the Practice Picketing guidelines. If you find yourself getting written up or otherwise disciplined as a result of your participation in Practice Picketing, be sure to contact CAPS professional labor representatives at ([caps@capsscscientists.org](mailto:caps@capsscscientists.org)).

**Q: Will CAPS provide me with materials?**

A: CAPS will provide Practice Picketing Captains with signs and markers for the events.

**Q: Can I get reimbursed for purchasing things I feel are needed?**

A: Any reimbursements must be preapproved by the Member Action Committee (as a collective). If your expenditure was not voted on and approved by the MAC prior to your purchase, we cannot guarantee it will be reimbursed. Another option is to encourage your colleagues to bring materials to share. There is power in numbers!

**Q: Will my info be released to the public?**

A: Yes. Practice Picketing Captains will be providing their contact information and worksite location to CAPS for the purposes of posting on the CAPS website for other members and nonmember supporters to see, so they know who to contact with questions about their local Practice Picketing actions.

**Q: Will I have to speak to the media?**

A: Practice Picketing Captains should be prepared to speak to the media, or should assign someone each day who is prepared to speak to the media. CAPS will provide Practice Picketing Captains with media training and talking points, courtesy of CAPS' media director.

**Q: Are Practice Picketing Captains charged with people's safety at these events?**

A: While no one can control everyone's safety at all times, yes, the Practice Picketing Captain should do their best to ensure that everyone (those on the practice picketing line and everyone else) are interacting in a safe and courteous manner.

**Q: How often do I need to have a Practice Picketing Event?**

A: CAPS' goal is for each worksite to have a Practice Picketing line each week to send a strong message. We recommend you organize a picket during your lunch hour, but it doesn't have to be!

**Q: Can I have a co-captain?**

A: You can! Make sure you both sign up at the same time, and specify the same worksite.

**Q: Who should Practice Picketing Captains invite to participate?**

A: Anyone who wants to participate is welcomed! You should reach out to folks in your worksite to participate with you, invite your friends and family to join too.

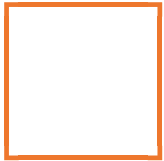
**Q: Will I have to interact with the police?**

A: Practice Picketing Captains may potentially have to interact with the police, if they come out. As the union's on-site liaison, you are charged with ensuring everyone interacts in a manner that is professional and upholds CAPS members' image as respectful, peaceful, calm scientists that are standing up for our value in the face of this Administration who touts our work, and fair pay for all, but won't pay us equitably for that work. With that comes the duty to be the calming representative should the police come out.

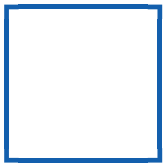




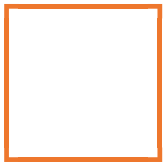
# **PRACTICE PICKETING RECOMMENDED SUPPLIES**



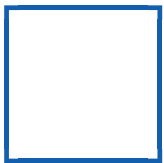
**Sign-In Sheets**



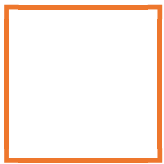
**Practice Picket Signs**



**Markers**



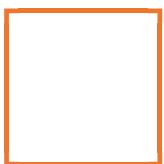
**Chant Sheets**



**FAQs**



**Media Talking Points**

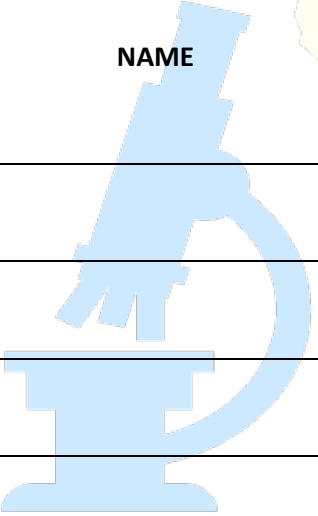


**Social Media Guide**

Action Location: \_\_\_\_\_ Date: \_\_\_/\_\_\_/\_\_\_ Time: \_\_\_:\_\_\_

Action Leader/Captain: \_\_\_\_\_ Action Leader/Captain's Cell #: \_\_\_\_\_

## CAPS Sign-In Sheet

NAME	CLASSIFICATION	DEPARTMENT	PERSONAL EMAIL	PERSONAL PHONE #	INTERESTED IN JOINING THE CONTRACT ACTION TEAM (CAT)?
					

**I SAY**

**PRACTICE**

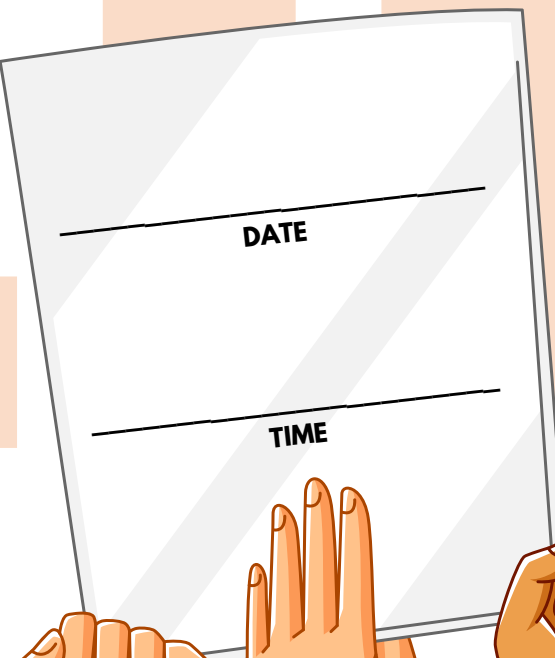
**YOU SAY**

**PICKET**

**GET READY!  
GET LOUD!  
& JOIN US!**

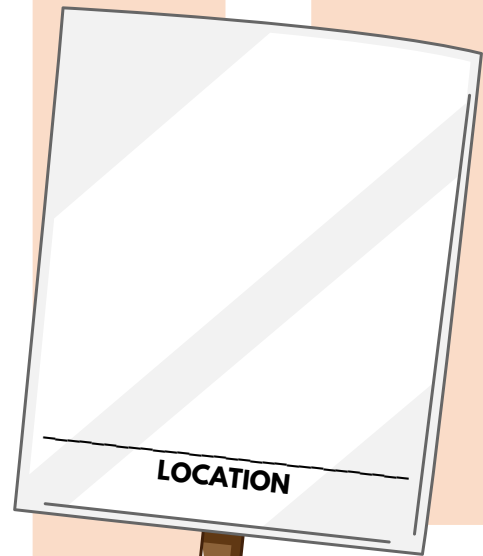
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DATE

TIME



LOCATION

**#VALUESCIENTISTS**