

**Vote for  
JASON MOORE  
Director, District III, also;**

<b>President</b>	<b>Patti Rich Crawford</b>
<b>Vice President</b>	<b>Manjul Bose</b>
<b>Treasurer</b>	<b>Itzia Rivera</b>
<b>Secretary:</b>	<b>Shana Rapoport</b>
<b>At Large Director</b>	<b>Ruth Darling</b>
<b>District I Director</b>	<b>Bailey Frankllin</b>
<b>District III Director</b>	<b>Jason Moore</b>

**I am Jason Moore and I am running for a second term as District III Director of CAPS.**

The 2017-2019 CAPS board of directors will have to deal with the single biggest concern of State Scientists – **Pay Equity**. This CAPS Board election brings the members of CAPS the opportunity to choose the path of collective bargaining in 2018. We can choose the same vision for bargaining as we have had for decades or take a new path. <http://castatescientists.com>

**Wages** – The current wage structure the State and CAPS have agreed upon for rank and file scientists is absurd. The historical horizontal relationship in pay between engineers and scientists was restored to supervisors and managers in 2014. The Federal Government recognizes the equality of work between scientists and engineers and pays both at the same pay scale. **It is time for rank and file State Scientists to receive a meaningful increase in pay now!**

**Gender Discrimination in Pay** – The work done by State engineers is similar and sometimes identical to the work done by State scientists. The majority of State scientists are female while the percentage of female engineers is in the teens. There is currently a large pay gap between the rank and file female scientists managing projects for the state and the male engineers that are working on those projects. In addition, female scientists are required to pay 20% of their healthcare benefits while male engineers only pay 15%. All CAPS members pay the price for this institutional gender discrimination. Jerry Brown has stated he supported Senate Bill 358 which will require employers in California to pay the same for “substantially similar work.” **We will hold Jerry to his word and demand that scientists are compensated fairly regardless of gender!**

**Membership mobilization** – The time where CAPS members can sit and patiently wait for our turn to receive a raise is over. Now is the best opportunity CAPS has had to achieve the pay parity we deserve. As an active participant in the recent grassroots efforts of our fellow scientists, I can see the power of our numbers. I desire that these efforts become a larger part of the CAPS strategy to achieve pay parity. Together we can achieve more. It is time for fresh ideas and faces in our Union. We need a shift in the strategies CAPS has been using for many years.

**Clearly, the strategies of the past have not worked and it is time to do use different tactics.**

**Vision for the Future** – as we move forward CAPS will need an active, passionate board that is willing to project the member’s voices. As District III Director I have and will always be open to member’s suggestions and will always share your concerns with the rest of the CAPS board and staff. **Board members should act to ensure members’ grievances are heard.**

**I support the rest of our slate and their statements which we are publishing in unison to explain how we will act if put in office. See our action program further developed on other slate member’s statements. For more information go to <http://castatescientists.com>**