

JIM McCALL for CAPS VICE PRESIDENT

I am a candidate for Vice President because I believe that an experienced, united and responsive CAPS is critical to achieving the goals of all State Scientists. I am currently a Senior E.S. Specialist with DFW's Office of Spill Prevention and Response in Sacramento, and previously I served as a Staff Chemist in Rancho Cordova. I care deeply about the issues we all share; salary parity with our peers, problems with reclassification, threats to the pensions we have worked hard for, lack of geographic pay differentials, and work place bullying.

I have been privileged to have served two terms in the Director-At-Large position, gaining leadership experience and interacting with elected officials and CalHR on behalf of our Association. I have served on many committees in my two terms including the Bargaining Team, Public Relations, Member Representation and the Political Action Committee. I am also honored to have chaired the Policy and Bylaws Committee that has worked with members to increase communication and transparency between membership and the Board of Directors. My job takes me around the State, and I have worked hard to function as a conduit for information for every member I have met. I look forward to continuing to make myself available to anyone who has concerns or needs assistance.

I believe this is a critical time for our Union, and that means we need strong, experienced leaders dedicated to the needs of ALL members. While some progress has been made, there is much more that needs to happen. I am asking for your support to continue working on your behalf as part the CAPS leadership team. Here are some of the top priorities I will work on as your Vice President:

- **Salary Equity for ALL!** 75% of supervisors received huge salary raises as a result of the Like Work Like Pay decision while rank and file scientists were left out. This was a problem when it happened and it is still the number one problem we have now. It is time to correct that disparity. We have one more round of bargaining with this Governor and I will work tirelessly to ensure that this salary disparity is solved for all State Scientists as a first priority.
- **Reclassification Efforts.** Many State Scientists dedicated long hours working with CAPS to put together a sound, logical reclassification effort only to see CalHR reject it. Now CalHR is pursuing their own reclassification efforts that create more problems than they solve, and they are doing it without our input. This is unacceptable - and I will fight to make sure reclassifications make sense, consider appropriate pay scales, and include input from the scientists affected. CalHR must be held accountable and follow process.
- **Fighting for our Pensions.** I will continue to fight the politicians threatening State Scientists' pensions. There have been a number of real threats to the pensions we were promised when we came to work for the State. There are more on the way. We have earned our pensions, and it is unacceptable for our pensions to be altered in any way. I am committed to fighting to make sure those promises are kept.
- **Increased Member Communications.** I will continue to reach out to CAPS members around the State so that I can provide timely and accurate information about Union concerns, as well as provide resources to address issues whenever possible. Scientists deserve to be treated fairly and professionally, and they need information; I will continue to work towards those ends.

It has been a privilege to have served you for the last four years on the CAPS Board, and I look forward to working for you as your Vice President.

Please Vote! This is an important election for our Union and the stakes are high. My opponent and I may disagree on what is needed and how to achieve it, but he has never attended a Board Meeting or even served as a worksite representative. State Scientists deserve experienced, dedicated service from those they elect.

VOTE JIM McCALL for VICE PRESIDENT

SCIENCE MATTERS! EXPERIENCE MATTERS! LEADERSHIP MATTERS!