

## Justin D. Garcia for CAPS District III Director

Our country is experiencing increasing attacks on labor unions, threats to scientific integrity, ongoing habitat loss and fragmentation, and potentially irreversible damage to the environment – we are rapidly approaching a tipping point. In California, we are fortunate to have strong environmental laws and standards that serve as a model for others. As State Scientists, we are the independent professionals responsible for protecting the air, water, land, agriculture, fish and wildlife, and general public health. I want to serve as your CAPS Director to help keep State Scientists doing the work we all love, and to help secure the living wage we need to do our jobs.

I am running for the District III Director of CAPS because bold leadership is needed to mold our “people power” into the potent force necessary to restore **SALARY EQUITY** and achieve a better quality of life for **ALL State Scientists**. I’ve been working at the Wildlife Branch of the Department of Fish and Wildlife for nearly six years, first as a Scientific Aid, and now as an Environmental Scientist. My expertise is in permitting scientific wildlife research activities. I’m passionate about endangered species conservation, habitat protection and leaving a habitable planet with functional life-support systems for future generations.

In early 2017 I volunteered to serve as a CAPS Local Representative in Sacramento. I began attending CAPS Board meetings. I was also part of the team of community volunteers that organized the March for Science in Sacramento – that included securing speakers, building coalitions and raising the funds to pay for it – it was hugely successful. We **MUST** continue organizing to make sure our voices are heard at our offices, Departments, and at the State level.

As your District III Director, I will bring my positive energy, conservation ethics, activism, coalition building, and grassroots organizing skills to the CAPS Board of Directors to continue building upon the successes of CAPS. My hope is that we continue to grow our union, bring more State Scientists into the collective bargaining process, and fight for a future that offers financial security, workplace safety, and protection of our worker rights. My priorities are:

- **SALARY EQUITY:** Governor Brown and the legislature take pride in California being an environmental and economic leader of the world – well, it’s about time we receive our fair share of compensation for preserving the public trust. The 15% general salary increase during the last contract negotiation was a good start to achieving PAY EQUITY, but we are still vastly underpaid compared to our scientist and engineer counterparts.
- **Contract Benefits:** We must safeguard and improve our existing benefits of vacation and sick leave, professional development opportunities, merit salary adjustments, and vacation leave cash out – while making progress on benefits such as paid family medical leave, geographic pay equity, higher allowances for safety footwear, adequate business travel reimbursement, and putting an end to workplace bullying.
- **Retirement Security:** All State Scientists are fortunate to be guaranteed the dignity of a living retirement and lifetime health benefits. In collaboration with other labor unions, our pensions must be protected from the greedy Wall Street bankers that nearly wrecked our economy in 2008.
- **Grassroots Democracy:** In a political system where billionaires can buy anti-union candidates to weaken the working class, CAPS will be most effective when we exercise the right to democratically organize the interests of scientist labor. My election promise is to increase worksite meetings, member education and engagement throughout District III during my entire term.
- **Membership:** The collective bargaining power of CAPS to negotiate better salaries and benefits is inextricably linked to high membership rates. The upcoming disastrous Supreme Court decision on *Janus vs. AFSCME* next year will open the floodgates to attacks on labor unions, and members will be faced with a choice – stand in solidarity with your colleagues or watch your union protections disappear.

My goal is to revitalize workplace democracy, bring more State Scientists into the labor movement, and create a more perfect labor union that works for all of us. And the only way that happens is when State Scientists get involved, get organized, and enforce our contract. As your District III Director, I’m ready to speak up for the values of the State Scientists of CAPS. My hope is that you will stand up, fight back, and create the kind of union that you and I know we can become.

**Science Matters! Leadership Matters! Experience Matters!**