

MARGARITA GORDUS FOR CAPS SECRETARY!

I am a Senior Environmental Scientist (Specialist) with the California Department of Fish and Wildlife in the Timberland Conservation Program. I have been a State Scientist and CAPS member for 11 years, a worksite representative for 10 years, and have served you a total of 9 years on the Board, currently as your Secretary. As a fourth generation union member and second generation State Scientist, I understand the importance of what unions can, and have, accomplished for the working class. My parents instilled in me a love and respect for our natural resources, a love for science, and the value of public service. I believe in CAPS and the work that we do, and I would be honored to continue serving on the board as your CAPS Secretary.

- **Experience Matters** - I have served on and chaired various committees, represented CAPS at the bargaining table, worked on the Reclassification and Pay Project, reviewed legislation that impacts State Scientists, lobbied the Legislature on your behalf, worked on our State Scientist Day and Outstanding Young Scientist programs, and dealt with a variety of representation issues. **CAPS needs strong experienced leaders at the bargaining table in 2018!**
- **Salary Equity for ALL!** – As a member of the CAPS bargaining team, we secured one of the largest salary increases in history for our members! While this is a step in the right direction, we still have a long way to go. Our salaries have fallen well behind our engineer and Federal counterparts, and supervisory scientists. **Former horizontal and vertical salary equities need to be restored for ALL State Scientists!** I will continue the fight for salary equity!
- **Geographic Pay** – Our salary lag is felt most by State Scientists living in some of the most expensive areas in the Nation. The Federal government recognizes four higher cost regions in California. Based on Cal HR's 2013 salary survey, 87% of Unit 10 employees work in one of these four regions. I will continue to fight for geographic pay differentials!
- **Retirement and Health Benefits** - We are continuously asked to help balance the State budget on our backs and to pay more for reduced benefits. The fight to protect our retirement and health benefits is an ongoing struggle. Political attacks on public employees have created a hostile environment for those who serve the public good. As a CAPS leader, I have been fighting against these attacks, and I will work hard to continue the fight to protect your retirement and health care benefits. I believe in having a strong Political Action Committee (PAC) to fight against these political attacks.
- **State Scientists Matter!** - The Governor supports projects, initiatives, and legislation that rely on the work we do. California is known for the diversity and wealth of its economy and natural environments, for excellent state and private universities, and for growth of scientific industries that have sprung from them. We must maintain and improve our State's quality of life and natural beauty by recruiting and retaining talented scientists. Supporting the integrity and quality of scientific research and programs in California starts with supporting and investing in State Scientists. We do essential work for the people of California by protecting the public's health and safety, the environment, and California's natural resources. It is time the administration recognized our work with competitive salaries and benefits and by supporting strong programs for professional growth.

I have the knowledge, skills, and abilities to serve **YOU** on the Executive Team and will continue to fight for salary equity for **ALL State Scientists**, protect your benefits and retirement, and build strong programs for professional growth. **Thank you for your time and consideration!**

State Scientists Matter!