

I'm a California native; born and raised in the Lake Tahoe area. My great grandfather was a Yosemite forest ranger, seems like I grew up in national and State parks. An environmentalist by both nature and nurture, I now watch our country decline due to selfish, corrupt, and incompetent leadership. Unawareness is replacing knowledge in public discourse. Yet environmental and public health crises are increasing. What irony. Ignorant and greedy officials disparage scientists and scientific principals while the need for good science increases. For example, climate change is real. Our State scientists can help with remedies and solutions. Businesses poisoning our earth, food and water seemingly operate unfettered as the federal government limits protections. State scientists are the watchdogs. We stand at the front lines in the battle against harm to our citizens and environment. We cannot allow our roles to be diminished. I will fight for greater recognition and respect for scientists. One immediate target: Governor Brown is on the news stating "We Have the Scientists." He uses our name for political advantage while refusing us fair pay. **We do the important environmental and public health work needed to do to protect California. We deserve fair pay.** I'll fight to get it.

I began state service in 2009 working for Department of Public Health in the Genetic Disease Laboratory performing newborn and prenatal screening. As a lead clinical scientist, I help California families with early diagnosis of genetic diseases. This program saves taxpayers millions of dollars in health care costs alone. This preventative lesson applies to governing unions, also. I am currently the CAPS Treasurer, a critical position that provided me with a great deal of experience in a short period of time. In particular, I observed first-hand the wasteful policies intended to benefit CAPS management and elected officials, NOT the Membership. Oh, the stories I could tell about committees, budgets, bargaining, and behind-the-scenes meetings.

I see a number of areas where improvements are sorely needed. In particular, the current president and her backers on the Board and in management:

- Have no viable plan to achieve fair pay for scientists. They decried pay inequity for 15 years but achieved nothing. Are YOU satisfied with current salaries?
- Have no interest in curtailing wasteful expenditures that benefit them. These include the over \$2 million per year of your hard-earned dues. I will fight to halt waste and lower dues. I will require a cost/benefit analysis for every significant CAPS contract. CAPS should not exist to enrich contractors. It currently operates like a country club for Board members and contractors with little, if any, oversight. New Board members are expected to toe the line and support the status quo. CAPS have for years been the worst kind of "good old boy/girl" club, with Board members and managers living life high on the hog while members suffer with inadequate pay. As treasurer, I fought mightily to control expenses with zero support from the current president and her supporters. Help me take CAPS back for the members!
- Do not acknowledge how harmful the current incestuous relationships among legal, administrative, and legislative staff and some Board members have become. Sharing a management company with State supervisors and engineers is inappropriate at best. I ask you: If we share the same management company as PEGC, why are our comparable salaries so much lower? As president I will work to halt management practices which erode CAPS' credibility and membership morale.
- Placed a "Representation Denial" clause in CAPS' regulations. This must stop. Under my leadership all members will be given full legal representation by CAPS counsel. Members deserve fundamental workplace protection. End of story.
- Will continue down the same path unless they are stopped. It is past time for a fresh start. This will only occur when the president is replaced.

CAPS should exist to serve the Membership. I, **Patti Rich Crawford**, serving as your president and with the help of my progressive partners (below), will:

**Encourage More Direct Democracy**

- o Revise CAPS' regulations to return ownership of CAPS to the Membership.
- o Revise committee procedures to allow member participation.
- o Make Board meeting agendas more transparent to the Membership.
- o Encourage member participation in committee and Board meetings.

**Improve Transparency**

- o Video live stream Board meetings and provide meetings minutes to the Membership.
- o Make available to members draft budgets and financial contracts.
- o Make more available to members articles of incorporation and unions regulations.
- o To the extent possible make members better informed of negotiation progress.

**Improve Communication**

- o Implement regular (e.g., biennial) membership meetings available online.
- o Increase numbers of membership attitude surveys before critical policy changes.
- o End confidential updates—instead, include the Membership!
- o Increase, as appropriate, messages to all State scientists, not just members.
- o Provide, in a safe way, email lists of State scientists to all members.

**Better Support Environmental Policy**

- o Encourage members to present legislative ideas to our legislative advocates.
- o Hire environmental counsel to support environmental legislation.

**Help Protect Retirement Benefits**

- o Increase the focus on financial/health security for CAPS retirees. For example, I will reinstate the availability of Medicare part B for all employees in future MOUs.

**Fight for Cost of Living Adjustments (COLA)**

- o Raise the importance (in future MOUs) of a reasonable COLA.

**Improve Coalition Building**

- o Fight together with other State and federal unions on issues of mutual interest.

**Negotiate for Geographic Pay Differential**

- o Work to implement greater pay for people in high COL areas.

**Bring CAPS Grants and Scholarships Back Into Prominence**

- o Offer full membership with a dues scholarship to all scientists whose salary is less than 300% of federal poverty level.
- o Increase the grants money for professional conferences.
- o Raise the number and/or size of scholarships for CAPS dependents.

**Fight for Better Educational Reimbursements and Compensation Credits**

- o Achieve proper educational credit for state scientists and tuition reimbursement.
- o Upward mobility and professional development should result in a step in salary.
- o Classes which require a clinical certificate/license must be offered pay differential.
- o There should be recruitment/retention pay differential in high COL areas.

**Work Against All Pay Disparities**

- o The special needs of women scientists (e.g., working mothers in high cost-of-living areas) should be addressed. Study and use progressive actions in other states/countries.
- o Push the Governor for fair pay for his valuable scientists.
- o Push legislators and HR to address gender disparities at all levels.

**Support Member Actions**

- o Support member-generated proposals at rallies and pickets and in petitions.

The sum is only as strong as its parts. The group is nothing without the individual. One for all and all for one. As a Union we stand TOGETHER.

Please Consider Electing These Other Progressive, Dedicated Members to the CAPS Board for 2017-2019			
<a href="http://castatescientists.com">http://castatescientists.com</a>			
Vice President	<b>Manjul Bose</b>	Secretary	<b>Shana Rapoport</b>
Treasurer	<b>Itzia Rivera</b>	At-large Director	<b>Ruth Darling</b>
District 3 Director	<b>Jason Moore</b>	District 1 Director	<b>Bailey Franklin</b>